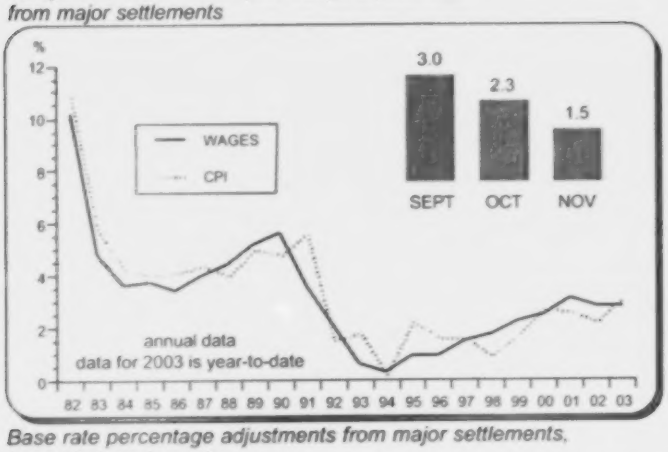
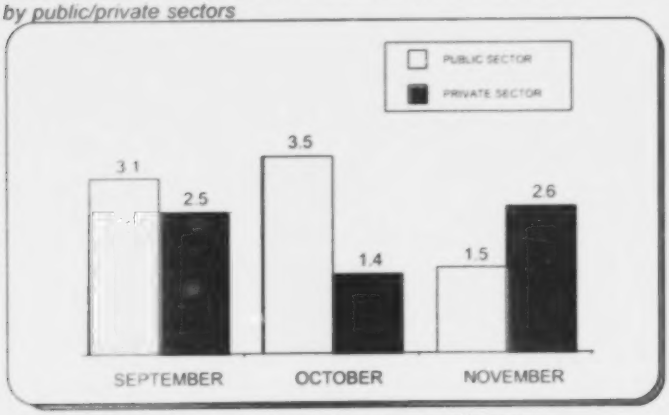
The Wage Settlements Bulletin

January 2004
Volume 15, Issue 1

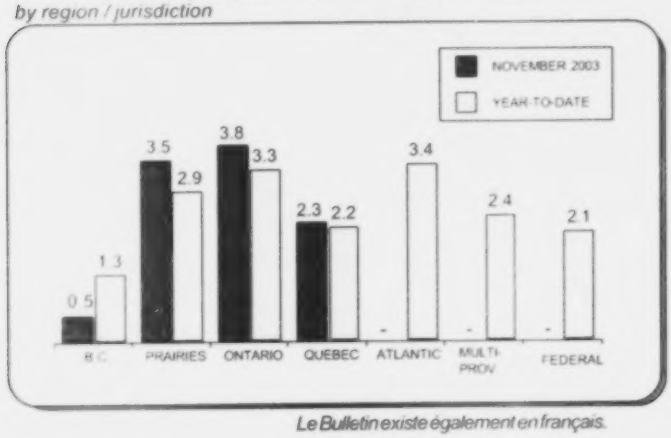
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



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Wage Data for November 2003

Major collective bargaining settlements reached in **November 2003** provided base rate wage increases averaging **1.5 per cent** annually over the term of the contracts, down from 2.3 per cent in the previous month and below the average of 2.6 per cent for the first 11 months of 2003 (year-to-date). The November 2003 results are based on a review of 22 settlements with a coverage of 50,290 employees.

When the parties to these November settlements previously negotiated, the resulting wage adjustments averaged 3.1 per cent, higher than in their current settlements. Contract duration in November averaged 30 months, compared to 34 months in the previous round of settlements.

The November 2003 data were largely influenced by the Government of British Columbia agreement providing 26,550 employees with a wage freeze over a 24 month period. This major settlement also included 52.8 per cent of the employee coverage for November.

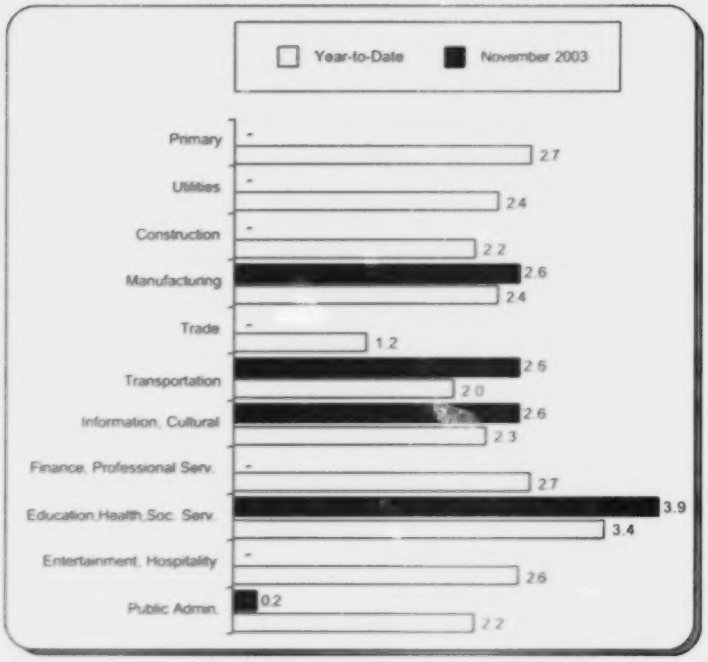
Average wage increases in the private sector were higher than those in the public sector. The vast majority of agreements and employees were in the public sector. **Public-sector** wage adjustments averaged **1.5 per cent** for 47,830 employees in 19 settlements. **Private-sector** wage increases averaged **2.6 per cent** for 2,460 employees in 3 agreements.

On a regional/jurisdictional basis, the largest average wage increase was in **Ontario** at **3.8 per cent**, followed by **Alberta** at **3.5 per cent**; in Quebec wage increases averaged **2.3 per cent**. The smallest figure was in **British Columbia**, where wage adjustments averaged only **0.5 per cent**

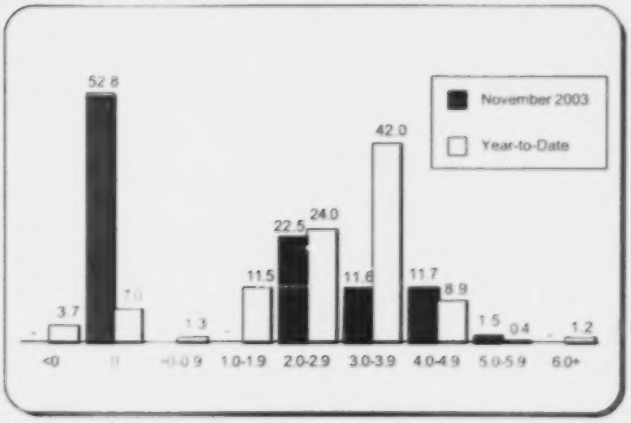
Canada

On an industry basis, the largest concentration of employees was in the **public administration** sector with 29,180 employees (58% of all workers) in three agreements; this sector also recorded the smallest average increase in wage settlements, at **0.2 per cent** (due to the Government of British Columbia master contract). The largest average increase was recorded in the **education, health and social services** sector; 11 agreements provided 10,330 employees with increases averaging **3.9 per cent**. The **manufacturing, transportation** and the **information and culture** sectors, all recorded increases averaging **2.6 per cent.**

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, November 2003

	Agreements	Employees
Atlantic Provinces	-	-
Quebec	4	3,940
Ontario	11	10,910
Prairie Provinces	2	2,170
British Columbia	5	33,270
Multiprovince	-	-
Federal	-	-

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	2000	2001	2002	2003			Year to	2003		
				1	2	3	Date	Sept	Oct	Nov
All Industries/Jurisdictions										
Average Annual Adjustment	2.5	3.2	2.8	2.8	2.5	3.1	2.6	3.0	2.3	1.5
Non-COLA	2.5	3.2	2.8	2.8	2.5	3.3	2.6	3.3	2.6	1.4
COLA	2.4	3.2	3.6	1.9	2.4	2.9	2.6	2.9	1.8	2.6
First Year Adjustment	2.3	3.4	3.0	3.0	2.4	3.3	2.6	2.9	2.5	1.5
Non-COLA	2.3	3.4	2.9	3.1	2.4	3.6	2.7	3.1	3.4	1.4
COLA	2.5	3.3	4.2	1.6	1.7	2.8	2.2	2.8	0.9	2.5
Industries										
Primary	2.1	2.7	2.1	1.5	3.8	-	2.7	-	-	-
Utilities	3.5	2.5	2.4	3.9	2.2	2.8	2.4	2.8	2.8	-
Construction	3.6	3.2	1.2	-	2.4	1.8	2.2	1.8	-	-
Manufacturing	2.6	2.6	3.5	2.4	2.4	2.3	2.4	2.5	2.6	2.6
Wholesale and Retail Trade	1.7	1.6	1.8	-	1.0	3.0	1.2	3.0	1.2	-
Transportation	2.4	2.8	2.9	2.5	0.3	2.9	2.0	2.9	-	2.6
Information and Cultural Industries	2.9	3.2	3.0	1.4	2.9	3.0	2.3	3.0	3.1	2.6
Finance, Professional Services	1.8	2.2	2.1	2.7	2.0	2.5	2.7	-	4.0	-
Education, Health, Social Services	2.6	3.5	3.0	2.9	3.4	4.3	3.4	5.1	4.3	3.9
Entertainment,Hospitality Industry	3.0	4.0	2.5	2.8	3.3	1.8	2.6	-	2.6	-
Public Administration	2.3	3.1	2.6	2.7	2.8	3.0	2.2	2.7	3.3	0.2
Jurisdictions										
Newfoundland and Labrador	3.7	5.0	6.6	3.0	-	5.0	3.4	-	-	-
Prince Edward Island	2.2	3.1	4.9	3.6	-	-	3.2	-	3.0	-
Nova Scotia	2.2	3.7	2.4	3.4	3.1	3.3	3.3	-	2.0	-
New Brunswick	2.8	3.4	2.7	2.3	3.8	-	3.7	-	8.3	-
Quebec	2.4	2.8	2.1	1.7	2.4	1.9	2.2	2.0	2.7	2.3
Ontario	2.6	2.9	3.0	3.0	3.5	3.7	3.3	3.9	2.1	3.8
Manitoba	2.6	2.4	4.0	3.1	2.0	3.8	2.8	2.8	2.8	-
Saskatchewan	3.5	2.9	3.9	3.6	2.6	3.1	3.0	3.1	-	-
Alberta	4.7	5.1	4.5	3.5	2.4	3.3	3.0	3.3	3.5	3.5
British Columbia	1.6	3.1	1.9	2.3	1.5	2.5	1.3	-	1.3	0.5
Multi-Province	2.7	3.0	3.3	-	2.7	1.8	2.4	1.8	-	-
Federal Jurisdiction	2.2	3.0	2.9	2.1	0.8	3.1	2.1	3.0	3.4	-
Public Sector	2.5	3.3	2.9	2.9	3.1	3.2	2.9	3.1	3.5	1.5
Private Sector	2.4	3.0	2.6	2.4	0.7	2.3	1.4	2.5	1.4	2.6
Consumer Price Index	2.7	2.6	2.2	4.4	2.8	2.1	2.8	2.2	1.6	1.6

Data for the month of November are preliminary.

105-01503/

MAJOR SETTLEMENTS REACHED IN NOVEMBER 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Manufacturing (3 agreements)	**2,460**	**2.6**	**2.5**	**45.6**	
Manac, division of Le Groupe Canam Manac inc., production, St-Georges, Que.	550	3.1	3.0	48.0	2007-04-30
Maple Lodge Farms Ltd., production, Norval, Ont.	1,200	2.4	2.3	36.0	2006-10-12
Saputo, plant and maintenance employees, Ste-Marie-de-Beauce, Que.	710	2.5 *	2.4	60.0	2007-12-31
Transportation (4 agreements)	**7,630**	**2.6**	**2.2**	**40.2**	
City of Edmonton, bus drivers, Edmonton, Alta.	1,550	3.3	3.0	36.0	2005-12-24
Coast Mountain Bus Company, bus drivers, Vancouver, B.C.	3,400	2.7	2.7	36.0	2007-03-31
Société de transport de Montréal, mechanics, Montréal, Que.	2,030	2.2	1.2	48.0	2007-01-06
Société de transport de Montréal, office employees, Montréal, Que.	650	2.0	1.0	48.0	2007-01-06
Information and Culture (1 agreement)	**690**	**2.6**	**2.5**	**48.0**	
Vancouver Public Library Board, librarians, Vancouver, B.C.	690	2.6 *	2.5	48.0	2006-12-31
Education, Health and Social Services (11 agreements)	**10,330**	**3.9**	**4.2**	**26.0**	
Avon Maitland District School Board, secondary teachers, Seaforth, Ont.	500	3.7	2.8	36.0	2004-08-31
Board of Trustees of the Calgary Board of Education, building maintenance, Calgary, Alta.	620	4.0	4.0	24.0	2005-08-31
Carleton University, professors, Ottawa, Ont.	750	5.2	9.6	36.0	2006-04-30
District School Board of Niagara, secondary teachers, St. Catharines, Ont.	950	4.1	4.2	24.0	2004-08-31
Durham District School Board, occasional teachers, Whitby, Ont.	930	4.8	6.8	20.0	2004-08-31
Grand Erie District School Board, secondary teachers, Brantford, Ont.	800	4.0	4.0	12.0	2004-08-31
Greater Essex County District School Board, secondary teachers, Windsor, Ont.	730	3.4	2.0	36.0	2004-08-31
Kawartha Pine Ridge District School Board, secondary teachers, Peterborough, Ont.	890	3.5	2.4	36.0	2004-08-31
Thames Valley District School Board, occasional teachers, London, Ont.	1,200	4.1	3.5	24.0	2004-08-31

Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate

MAJOR SETTLEMENTS REACHED IN NOVEMBER 2003 (cont'd)

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Toronto District School Board, occasional teachers, Toronto, Ont.	1,600	3.0	3.0	24.0	2004-08-31
Upper Grand District School Board, elementary teachers, Guelph, Ont.	1,360	4.2	4.2	24.0	2004-08-31
Public Administration (3 agreements)	**29,180**	**0.2**	**0.2**	**26.2**	
City of Surrey, inside and outside employees, Surrey, B.C.	1,200	2.6 *	2.5	48.0	2006-12-31
City of Vancouver, outside employees, Vancouver, B.C.	1,430	2.6 *	2.5	48.0	2006-12-31
Government of British Columbia, all categories, province-wide, B.C.	26,550	0.0	0.0	24.0	2006-03-31
Agreements with COLA (4 agreements)	**4,030**	**2.6 ***	**2.5**	**50.1**	
Agreements without COLA (18 agreements)	**46,260**	**1.4**	**1.4**	**27.7**	
All Agreements (22 agreements)	**50,290**	**1.5**	**1.5**	**29.5**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	114,320	B/CO	May02-Dec.03
•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	B/CO	Dec.02-Sept.03
•Canada Customs and Revenue Agency	PSAC	41,480	B	Oct. 03/Dec.03
•Government of Nova Scotia	CUPE (public works)	1,600	ARB	Oct. 02
•Nova Scotia Power Inc.	IBEW	1,100	B	March 03
•Nova Scotia Assn. of Health Orgs.	nurses	4,000	CO	Oct. 03
•Government of New Brunswick	CUPE (health)	5,800	B	June 03
•Government of New Brunswick	nurses	5,000	B	Dec. 03
•Government of New Brunswick	teachers	7,600	B	Feb. 04
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	CO	various
•Government of Quebec	various unions	323,470	B	June 02/ 03
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	8,770	B/ARB	April 02
•GO Transit (Ont.)	ATU	780	CO	July 03
•College Compensation and Appointments Council (Ont.)	OPSEU	6,500	CO	Aug. 03
•Ontario Power Generation	Society of Energy Professionals	3,930	B	Dec. 03
•Ontario Nursing Homes	SEIU	3,200	B	Dec. 03
•Falconbridge	CAW	1,260	B	Jan. 04
•Government of Saskatchewan	Sask. Govt. and Gen. Empls. Union	9,860	B	Aug. 03
•Sask Power	IBEW	1,340	B	Dec. 03
•Alberta Boards of Education/Trustees (Calgary and Edmonton)	ATA	13,360	B	Aug. 03
•Health Authorities of Alberta	UNA and HSAA	26,500	MED/ARB	Mar. 02/03
•Alberta Construction	various unions	20,000	B/MED	April 03
•TELUS (B.C. and Alta.)	TWU	16,710	CO	Dec. 00
•Vancouver and other cities	various unions	4,000	B	Dec. 02
•B.C. Forest Industry	IWA-Canada	19,500	B/MED/TENT	June 03
•B.C. Ferry Corp.	B.C. Ferry and Marine Workers	4,400	B/ARB	Dec. 03
•Government of Nunavut	PSAC	2,500	B	Mar. 03
•CP / CN / VIA Rail	various unions	23,660	B/TENT	Dec. 02/ 03
•Pipeline Contractors	Labourers, Oper. Eng.	4,000	B/TENT	April 03
•Bell Canada	CEP and CTEA	8,000	B	Nov./Dec. 03

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

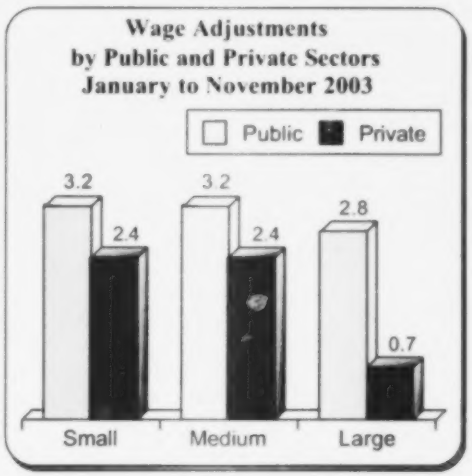
Year-to-Date 2003 Wage Data for Small, Medium and Large Size Bargaining Units

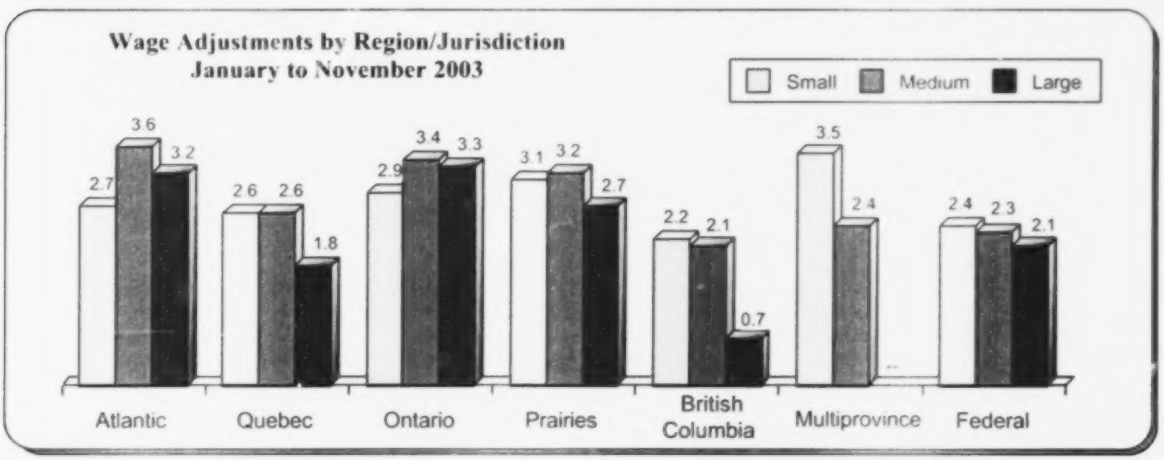
Among the 458 collective bargaining settlements reached to date (January to November), 148 settlements were in small bargaining units (between 100 and 499 employees), 246 were in medium bargaining units (500 to 1,999 employees), and 64 were in large bargaining units with 2,000 employees and over.

SMALL bargaining units reported an average increase of **2.8 per cent. Public sector** settlements provided an average increase of **3.2 per cent,** higher than the **private sector** wage adjustment of **2.4 per cent.** On an industry basis, the **construction** sector had the highest wage adjustment at **3.7 per cent** while **primary industries** and the **manufacturing** sector reported the lowest average at **2.3 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.5 per cent** in the **Multiprovince** category to a low of **2.2 per cent** in **British Columbia.**

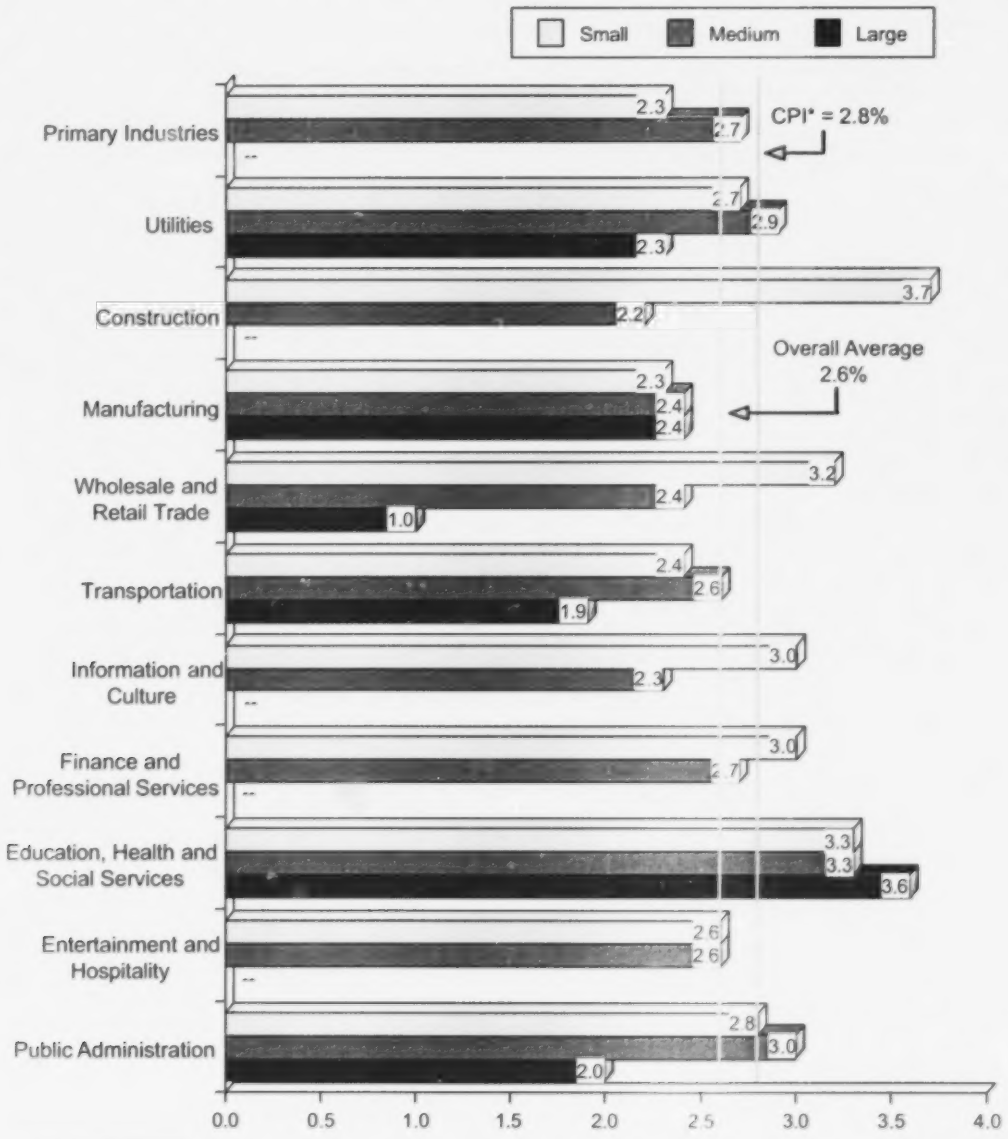
MEDIUM bargaining units reported a year-to-date average wage increase of **3.0 per cent. Public sector** settlements resulted in an average increase of **3.2 per cent,** compared to the **private sector** figure of **2.4 per cent.** On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **3.3 per cent** while **construction** reported the lowest average at **2.2 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.6 per cent** in the **Atlantic Provinces** to a low of **2.1 per cent** in **British Columbia.**

LARGE bargaining units reported a wage increase of **2.4 per cent.** Settlements in the **public sector** resulted in an average increase of **2.8 per cent** compared to **0.7 per cent** in the **private sector.** The Air Canada wage reductions and wage freeze continue to have an effect on year-to-date private sector, transportation and federal jurisdiction adjustments. On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **3.6 per cent** while the **wholesale and retail trade** sector reported the lowest increase at **1.0 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.3 per cent** in **Ontario** to a low of **0.7 per cent** in **British Columbia.**





Percentage Wage Adjustments by Industry
January to November 2003



* Per cent change from the same period last year.

SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN NOVEMBER 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Primary Industries (1 agreement)					
IMC Potash Colonsay ULC., mine employees, Colonsay, Sask.	300	2.7	2.8	36.0	2006-04-30
Manufacturing (1 agreement)					
Sun-Rype Products Ltd., plant and maintenance employees, Kelowna, B.C.	280	2.4	3.0	48.0	2006-08-31
Entertainment and Hospitality (1 agreement)					
Hospitality Industrial Relations, hotel and restaurant employees, New Westminster, B.C.	350	1.0	0.0	36.0	2006-02-28
Public Administration (1 agreement)					
Office of the Superintendent of Financial Institutions, professionals employees, Ottawa, Ont.	340	2.6	3.5	27.0	2006-03-31

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB)*.

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
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Workplace Information / Information sur les milieux de travail

The Wage Settlements Bulletin

February 2004
Volume 15, Issue 2

ANNUAL REVIEW - 2003

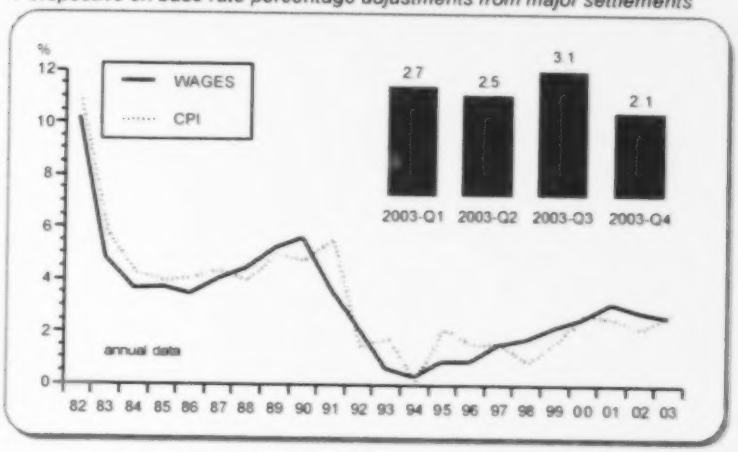
Major collective bargaining settlements reached in the year **2003** provided base-rate wage adjustments averaging **2.6 per cent** annually over the contract term, a decrease from the 2.8 per cent average for the year 2002.

The results of the year 2003 are based on a review of 337 settlements reached, and cover 616,710 employees.

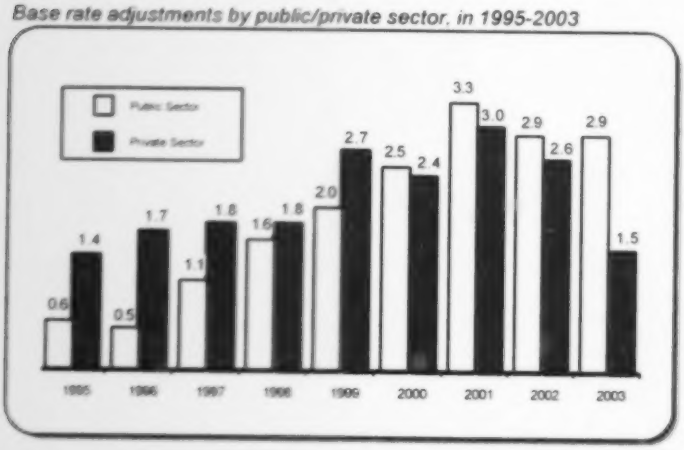
The average wage adjustment in 2003 was fractionally below the average in contracts they replaced. When the parties to these settlements last negotiated, the resulting wage adjustments averaged 2.7 per cent, compared to the 2.6 per cent in their 2003 contracts.

Wage gains in the public sector were below those in the private sector throughout the 1990's. Since the year 2000, private sector increases have been lower than those in the public sector. Wage adjustments in the **private sector** averaged **1.5 per cent** in 2003, compared to **2.6 per cent** in the previous year; wage adjustments in the **public sector** averaged **2.9 per cent** in 2003, the same as in the previous year. This year's decline in the private sector from the 2.6 per cent figure in 2002, can be attributed in part to the relatively modest wage settlements in the retail trade sector, and also the wage freeze or cuts in the high profile Air Canada agreements. Excluding these three Air Canada settlements, average wage adjustments for the remaining agreements in the private-sector would increase to 2.0 per cent, from the 1.5 per cent figure.

Perspective on base rate percentage adjustments from major settlements



Base rate adjustments by public/private sector, in 1995-2003



Contract duration averaging 35.4 months in 2003, has returned to its previous levels (above 30 months). The contract duration of 29.4 months in 2002, the shortest since 1994, was due in large part to the signing of the numerous collective agreements in the Quebec public and parapublic sectors, with contract durations of under 12 months, and to a lesser extent, the ratification of many contracts of 12 months duration in the Ontario education sector. Since the early 1990s, average contract duration in the public sector has always been shorter than in the private sector and this year is no different; contract duration in the public sector averaged 32.8 months and in the private sector, 44.3 months.

The Alberta private sector had the longest average contract duration at 66.2 months. The longest average effective term in public sector agreements ratified in 2003 was in New Brunswick, recording average contract-durations of 51.2 months. On an industry basis, the longer-term settlements were in the trade industry, averaging 50.7 months and the construction sector followed closely in second place at 44.2 months.

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Canada

The incidence of COLA clauses increased over last year. In 2002, only 9.3 per cent of new settlements had a COLA clause, whereas in 2003, the figure increased to 15.4 per cent. The incidence of COLA clauses had in fact declined over the years: 32.6 per cent of agreements reached in 1990 contained a COLA clause, but by the year 2000 the figure had dropped to 7.7%.

In 2002, only 0.9 per cent of all employees were subject to a wage freeze. There were no wage cuts. In 2003, 10.2 per cent of employees were subject to a wage freeze or cut in 9 settlements (of these contracts only two contained wage cuts). The most prominent settlements in this group were three Air Canada contracts covering 28,530 employees.

A very large concentration of employees (40.9%) received wage increases in the 3.0 to 3.9 per cent range. Approximately 26% of employees received increases of 2.0 to 2.9 per cent. Just slightly over 13% of employees received increases of 0.1 to 1.9 per cent. Slightly under 10% of employees received wage gains of 4.0 per cent and over.

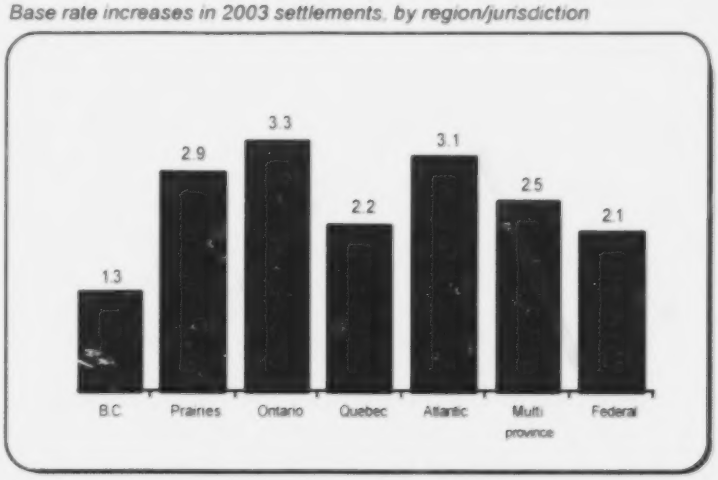
The largest concentration of settlements in 2003 was in **Ontario** : 142 agreements (42.1% of the total) provided 215,270 employees (34.9% of the total) with wage increases averaging **3.3 per cent**; this last figure was similar to that recorded in **Nova Scotia**, in a tie for the largest average increase in wages for major settlements within the various Canadian jurisdictions. The smallest average wage figure was recorded in **British Columbia**, at **1.3 per cent**. Wage increases in the **Atlantic Provinces** averaged **3.1 per cent**, in the **Prairie provinces**, **2.9 per cent** and in the **Federal jurisdiction**, **2.1 per cent**.

On an industry basis, the largest average wage increase was in **education, health and social services,** at **3.4 per cent**. The next largest wage gains were in **primary industries** and in **finance and professional services**, both at **2.7 per cent.** Settlement levels in all remaining industry groups stood below 2.7 per cent. The smallest average wage increase was reported in **trade** at **1.3 per cent**.

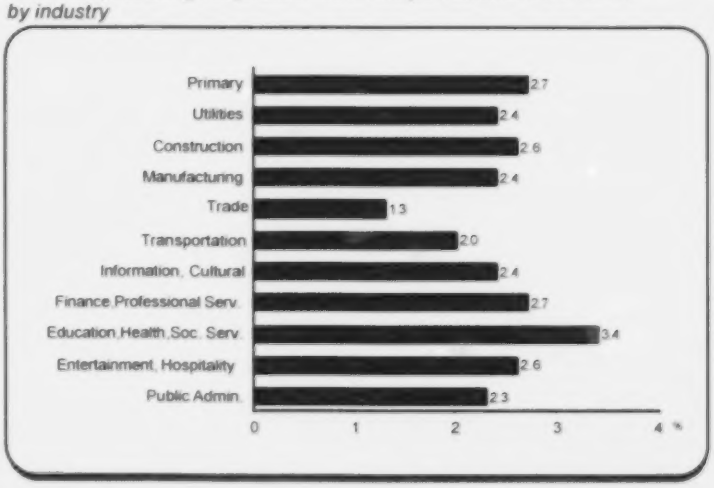
Distribution of employees by size of wage adjustment

	2003			
Increase Range	# of agts	% of agts	# of empls	% of empls
<0%	2	0.6	21,470	3.5
0%	7	2.1	41,300	6.7
>0%-0.9%	7	2.1	7,340	1.2
1.0%-1.9%	29	8.6	74,200	12.0
2.0%-2.9%	116	34.4	159,430	25.9
3.0%-3.9%	133	39.5	252,160	40.9
4.0%-4.9%	35	10.4	51,540	8.4
5.0%-5.9%	3	0.9	2,310	0.4
6.0% and over	5	1.5	6,960	1.1
All levels	337	100.0	616,710	100.0

Base rate increases in 2003 settlements, by region/jurisdiction



Base rate percentage adjustments from major settlements in 2003, by industry



Wage Data for December 2003

A total of 29 agreements settled in **December** 2003, providing some 42,740 employees with average base rate increases of **2.6 per cent**, higher than the November figure of 1.5 per cent.

When the parties to these settlements previously negotiated, contract duration averaged 40 months and the resulting wage adjustments averaged 2.2 per cent, compared to the 2.6 per cent in their current round of settlements and average contract duration of 39.7 months.

Wage gains in December were higher in the **public sector (2.9 per cent)** than in the **private sector (1.8 per cent)**. The public-sector results are based on a review of 22 settlements covering 30,430 employees, while those in the private sector are based on 7 settlements covering 12,310 employees.

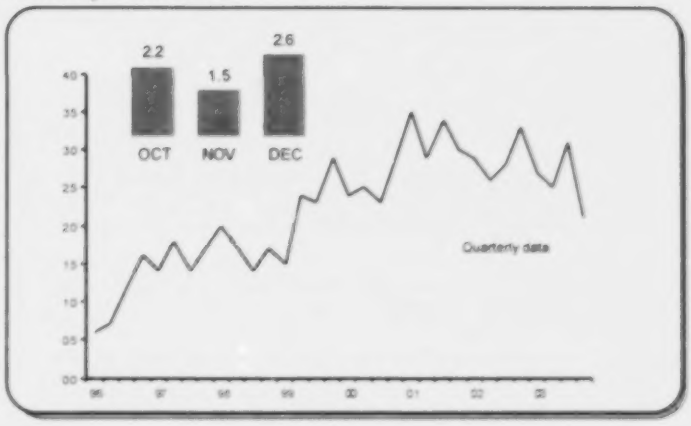
In December, almost half of employees covered (48.1% of all workers) received wage increases in the 2.0 to 2.9 per cent range: 21.3 per cent of employees covered received increases below 2.0 per cent and 30.6 per cent of employees received increases of 3.0 per cent and over. Employees in 2 agreements were subject to a wage freeze (B.C. Rail and B.C. Assessment Authority).

On an industry basis, the largest proportion of employees was in **public administration** (35.4% of all employees) and the **education, health and social services** sector (33.4% of all employees); the largest wage increase was also in the **education, health and social services** sector at **3.4 per cent**, whereas in **public administration,** wage increases averaged **2.5 per cent**. The smallest adjustment was in **transportation** at **0.0 per cent** which consisted of a single agreement, the B.C. Rail agreement with a wage freeze mentioned above (however the B.C. Rail agreement has a possible payout from a profit-sharing plan).

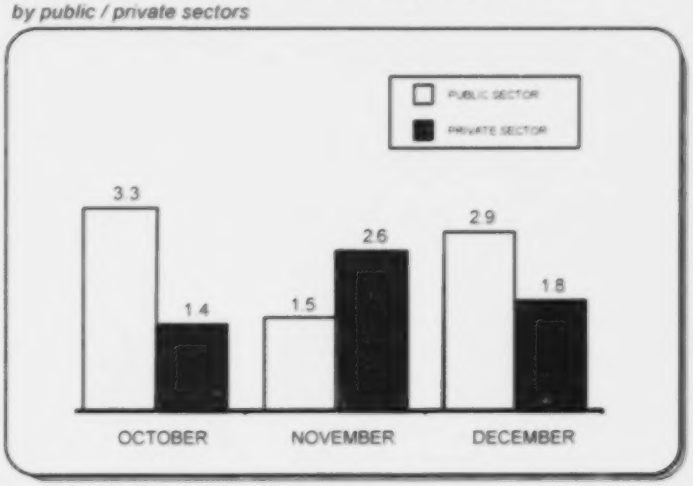
On a regional/jurisdictional basis, wage adjustments and the distribution of settlements and employees in December were:

	Wages(%)	Agts	Empls
Atlantic provinces	2.5	4	3,350
Quebec	1.8	2	1,950
Ontario	3.5	9	12,500
Prairie provinces	2.7	9	12,650
British Columbia	1.1	3	8,590
Federal	2.6	1	900

Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements reached in December 2003, by industry

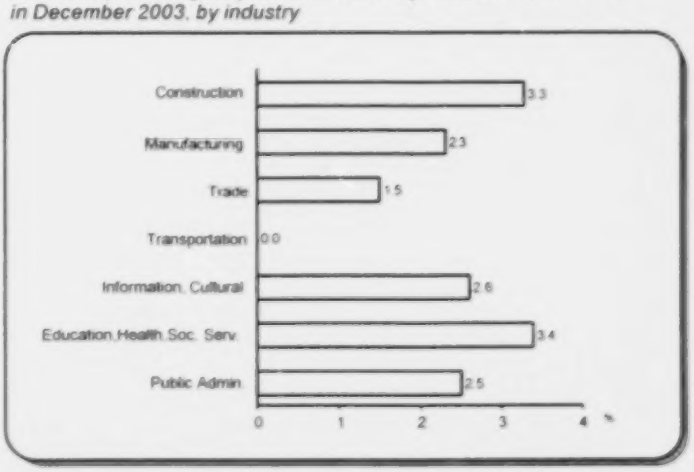


Table A

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	2001	2002	2003	2003				2003		
				1	2	3	4	Oct	Nov	Dec
All Industries/Jurisdictions										
Average Annual Adjustment	3.2	2.8	2.6	2.7	2.5	3.1	2.1	2.2	1.5	2.6
Non-COLA	3.2	2.8	2.6	2.8	2.5	3.3	2.1	2.4	1.4	2.9
COLA	3.2	3.6	2.5	1.9	2.4	2.9	2.1	1.8	2.6	2.2
First Year Increase	3.4	3.0	2.6	3.0	2.4	3.3	1.8	2.0	1.5	2.1
Non-COLA	3.4	2.9	2.6	3.1	2.4	3.6	2.0	2.6	1.4	2.3
COLA	3.3	4.2	2.2	1.6	1.6	2.8	1.5	0.9	2.5	1.9
Industries										
Primary	2.7	2.1	2.7	1.5	3.8	-	-	-	-	-
Utilities	2.5	2.4	2.4	3.9	2.2	2.8	2.8	2.8	-	-
Construction	3.2	1.2	2.6	-	2.4	1.8	3.3	-	-	3.3
Manufacturing	2.6	3.5	2.4	2.4	2.4	2.3	2.6	2.6	2.6	2.3
Wholesale and Retail Trade	1.6	1.8	1.3	-	1.0	3.0	1.3	1.2	-	1.5
Transportation	2.8	2.9	2.0	2.5	0.3	2.9	2.5	-	2.6	0.0
Information and Cultural Industries	3.2	3.0	2.4	1.4	2.9	3.0	2.8	3.1	2.6	2.6
Finance, Professional Services	2.2	2.1	2.7	2.6	2.0	2.5	4.0	4.0	-	-
Education, Health, Social Services	3.5	3.0	3.4	2.9	3.4	4.3	3.6	3.7	3.9	3.4
Entertainment, Hospitality Industry	4.0	2.5	2.6	2.8	3.3	1.8	2.6	2.6	-	-
Public Administration	3.1	2.6	2.3	2.7	2.8	3.0	1.3	3.3	0.2	2.5
Jurisdictions										
Newfoundland & Labrador	5.0	6.6	3.1	3.0	-	5.0	2.2	-	-	2.2
Prince Edward Island	3.1	4.9	3.2	3.6	-	-	3.0	3.0	-	-
Nova Scotia	3.7	2.4	3.3	3.4	3.1	3.3	2.0	2.0	-	-
New Brunswick	3.4	2.7	2.7	2.3	3.8	-	2.8	2.5	-	2.9
Quebec	2.8	2.1	2.2	1.7	2.4	1.9	2.4	2.7	2.3	1.8
Ontario	2.9	3.0	3.3	3.0	3.5	3.7	2.9	2.1	3.8	3.5
Manitoba	2.4	4.0	2.8	3.1	2.0	3.8	2.7	2.8	-	2.7
Saskatchewan	2.9	3.9	3.0	3.6	2.6	3.1	-	-	-	-
Alberta	5.1	4.5	3.0	3.5	2.4	3.3	3.5	3.5	3.5	-
British Columbia	3.1	1.9	1.3	2.3	1.5	2.5	0.8	1.3	0.5	1.1
Multiprov.	3.0	3.3	2.5	-	2.7	1.8	2.5	-	-	2.5
Federal Jurisdiction	3.0	2.9	2.1	2.1	0.8	3.1	3.1	3.4	-	2.6
Public Sector	3.3	2.9	2.9	2.9	3.1	3.2	2.3	3.3	1.5	2.9
Private Sector	3.0	2.6	1.5	2.4	0.7	2.3	1.6	1.4	2.6	1.8
Consumer Price Index	2.6	2.2	2.8	1.5	1.3	2.3	1.7	1.6	1.6	2.0

Data for the month of December are preliminary.

Table B
Average Annual Adjustments in Base Rates from Major Settlements, by Sector and Region / Jurisdiction

	2001	2002	2003	2003			
				1	2	3	4
	%	%	%	%	%	%	%
All Industries							
Canada	3.2	2.8	2.6	2.7	2.5	3.1	2.1
Atlantic	3.9	4.1	3.1	3.1	3.5	4.2	2.6
Nfld and Labrador	5.0	6.6	3.1	3.0	-	5.0	2.2
P.E.I.	3.1	4.9	3.2	3.6	-	-	3.0
Nova Scotia	3.7	2.4	3.3	3.4	3.1	3.3	2.0
New Brunswick	3.4	2.7	2.7	2.3	3.8	-	2.8
Quebec	2.8	2.1	2.2	1.7	2.4	1.9	2.4
Ontario	2.9	3.0	3.3	3.0	3.5	3.7	2.9
Prairies	4.3	4.2	2.9	3.4	2.3	3.5	2.9
Manitoba	2.4	4.0	2.8	3.1	2.0	3.8	2.7
Saskatchewan	2.9	3.9	3.0	3.6	2.6	3.1	-
Alberta	5.1	4.5	3.0	3.5	2.4	3.3	3.5
B.C.	3.1	1.9	1.3	2.3	1.5	2.5	0.8
Multiprovince	3.0	3.3	2.5	-	2.7	1.8	2.5
Federal	3.0	2.9	2.1	2.1	0.8	3.1	3.1
Public Sector							
Canada	3.3	2.9	2.9	2.9	3.1	3.2	2.3
Atlantic	4.0	4.3	3.2	3.2	-	4.2	2.7
Nfld and Labrador	5.0	7.2	4.5	4.0	-	5.0	-
P.E.I.	3.1	4.9	3.0	-	-	-	3.0
Nova Scotia	3.8	2.3	3.4	3.4	-	3.3	-
New Brunswick	3.5	3.0	2.3	2.3	-	-	2.3
Quebec	2.7	2.0	2.0	1.4	2.3	1.8	2.1
Ontario	3.0	2.9	3.6	3.1	3.6	4.0	3.8
Prairies	4.1	4.8	3.2	3.3	3.3	3.5	2.9
Manitoba	2.4	4.6	3.0	3.1	3.0	3.8	2.7
Saskatchewan	2.9	4.4	3.4	3.6	-	3.1	-
Alberta	5.0	5.2	3.4	3.5	3.4	3.3	3.5
B.C.	3.2	2.2	1.2	2.3	1.5	2.9	0.5
Multiprovince	3.1	3.0	2.5	-	2.5	-	2.5
Federal	3.1	2.9	3.0	2.8	2.6	3.2	4.0
Private Sector							
Canada	3.0	2.6	1.5	2.4	0.7	2.3	1.6
Atlantic	3.3	2.7	2.8	2.8	3.5	-	2.6
Nfld and Labrador	-	3.0	2.5	2.7	-	-	2.2
P.E.I.	-	-	3.6	3.6	-	-	-
Nova Scotia	3.3	4.0	2.7	-	3.1	-	2.0
New Brunswick	3.0	1.4	3.5	-	3.8	-	3.3
Quebec	2.8	2.5	2.6	2.2	2.9	2.7	2.8
Ontario	2.8	3.2	2.0	2.7	2.4	2.3	1.3
Prairies	4.9	1.5	1.2	3.8	1.1	-	-
Manitoba	2.5	1.3	0.3	-	0.3	-	-
Saskatchewan	3.3	1.6	2.6	-	2.6	-	-
Alberta	5.5	1.6	1.4	3.8	1.1	-	-
B.C.	1.7	1.4	1.4	-	1.7	2.0	1.3
Multiprovince	3.0	4.3	2.4	-	2.8	1.8	-
Federal	2.5	2.8	0.4	1.8	-0.4	2.5	2.8

MAJOR SETTLEMENTS REACHED IN DECEMBER 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Construction (2 agreements)	**1,200**	**3.3**	**0.0**	**48**	
Moncton NorthEast Construction Association Inc., labourers, Moncton and Area, N.B.	600	4.0	0.0	48	2006-06-30
Moncton NorthEast Construction Association Inc., labourers, Moncton and Area, N.B.	600	2.6	0.0	48	2006-06-30
Manufacturing (2 agreements)	**1,090**	**2.3**	**1.6**	**35.5**	
Aventis, plant and maintenance employees, Toronto, Ont.	590	3.1	3.0	35	2006-09-06
Pepsi-Cola Canada Ltd., plant and maintenance employees, St-Laurent, Que.	500	1.4	0.0	36	2006-08-31
Wholesale and Retail Trade (3 agreements)	**9,670**	**1.5**	**0.5**	**55.3**	
Dominion Stores, retail employees, prov.-wide, Nfld. and Lab.	1,620	2.2	2.2	40	2006-12-04
Liquor Control Commission of Manitoba, administrative services employees, province-wide, Man.	550	2.7 *	3.0	36	2006-03-31
Overwaitea Food Group (Overwaitea Foods & Save-On-Foods) retail employees, province-wide, B.C.	7,500	1.3 *	0.0	60	2008-03-29
Transportation (1 agreement)	**500**	**0.0**	**0.0**	**36**	
BC Rail Ltd., maintenance of way employees, province-wide, B.C.	500	0.0	0.0	36	2005-12-31
Information and Culture (1 agreement)	**900**	**2.6**	**2.5**	**36**	
Allstream, telephone operators, Canada-Wide	900	2.6	2.5	36	2006-12-31
Education, Health and Social Services (10 agreements)	**14,270**	**3.4**	**2.8**	**30.7**	
Avon Maitland District School Board, elementary teachers, Seaforth, Ont.	600	3.7	2.8	36	2004-08-31
College Compensation and Appointments Council, support employees, province-wide, Ont.	7,000	3.3	3.0	24	2005-08-31
Government of Manitoba, health and social care professionals, province-wide, Man.	910	2.7 *	3.0	36	2006-03-17
Kawartha Pine Ridge District School Board, occasional teachers, Peterborough, Ont.	570	6.9	0.0	24	2004-08-31
Lambton Kent District School Board, secondary teachers, Sarnia, Ont.	640	4.1	4.1	24	2004-08-31
Limestone District School Board, secondary teachers, Kingston, Ont.	660	3.5	2.4	36	2004-08-31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

MAJOR SETTLEMENTS REACHED IN DECEMBER 2003 (cont'd)

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
McGill University, office employees, Montréal, Que.	1,450	2.0	2.0	60	2007-11-30
Thames Valley District School Board, occasional teachers, London, Ont.	640	3.9	6.7	24	2004-08-31
Toronto Catholic District School Board, occasional teachers, Toronto, Ont.	1,100	3.0	3.0	24	2004-08-31
Waterloo Region District School Board, occasional teachers, Kitchener, Ont.	700	3.9	0.0	48	2004-08-31
Public Administration (10 agreements)	**15,110**	**2.5**	**2.7**	**38.4**	
British Columbia Assessment Authority, office employees, province-wide, B.C.	590	0.0	0.0	24	2005-12-31
Government of Manitoba (Corrections), correctional officers, province-wide, Man.	1,130	2.7 *	3.0	36	2006-03-17
Government of Manitoba (Physical Sciences), scientific and other professionals, province-wide, Man.	1,240	2.7 *	3.0	36	2006-03-17
Government of Manitoba, administrative services employees, province-wide, Man.	1,360	2.7 *	3.0	36	2006-03-17
Government of Manitoba, general tradesmen, province-wide, Man.	1,930	2.7 *	3.0	36	2006-03-17
Government of Manitoba, office employees, province-wide, Man.	2,780	2.7 *	3.0	36	2006-03-17
Government of Manitoba, scientific and other professionals, province-wide, Man.	1,080	2.7 *	3.0	36	2006-03-17
Government of Manitoba, social science employees, province-wide, Man.	1,670	2.7 *	3.0	36	2006-03-17
Government of New Brunswick, health service-non-professionals, province-wide, N.B.	530	2.0	2.0	54	2007-06-15
Government of Yukon, all categories, Whitehorse, Y.T.	2,800	2.5	2.0	48	2006-12-31
Agreements with COLA (10 agreements)	**20,150**	**2.2 ***	**1.9**	**44.9**	
Agreements without COLA (19 agreements)	**22,590**	**2.9**	**2.3**	**35.1**	
All Agreements (29 agreements)	**42,740**	**2.6**	**2.1**	**39.7**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	114,320	B/CO/TENT	May02-Dec.03
•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	B/CO	Dec.02-Sept.03
•Canada Customs and Revenue Agency	PSAC	41,480	B/CO	Oct. 03/Dec.03
•Government of Nova Scotia	CUPE (public works)	1,600	ARB	Oct. 02
•Capital District Health	NSGEU	3,000	B	Oct. 03
•Nova Scotia Power Inc.	IBEW	1,000	B	Mar. 03
•Government of New Brunswick	CUPE (health)	5,800	B	June 03
•Government of New Brunswick	nurses	5,000	B	Dec. 03
•Government of New Brunswick	teachers	7,600	B	Feb. 04
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	CO	various
•Government of Quebec	various unions	323,470	B	June 02/ 03
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	8,770	B/ARB	April 02
•GO Transit (Ont.)	ATU	780	MED	July 03
•College Compensation and Appointments Council (Ont.)	OPSEU	6,500	MED	Aug. 03
•Ontario Power Generation	Society of Energy Professionals	3,930	B	Dec. 03
•Ontario Nursing Homes	SEIU	3,200	B	Dec. 03
•Falconbridge	CAW	1,260	WS	Jan. 04
•Government of Saskatchewan	Sask. Govt. and Gen. Empls. Union	9,860	B	Aug. 03
•Saskatchewan Assn. of Health Orgs.	various unions	24,530	B	Mar. 04
•Sask Power	IBEW	1,340	B	Dec. 03
•Alberta Boards of Education/Trustees (Calgary and Edmonton)	ATA	13,360	B	Aug. 03
•Health Authorities of Alberta	various unions	29,500	B/MED	Mar. 03/04
•Alberta Construction	various unions	20,000	B/MED	April 03
•TELUS (B.C. and Alta.)	TWU	10,500	ARB	Dec. 00
•Vancouver and other cities	various unions	4,000	B	Dec. 02
•B.C. Forest Industry	IWA-Canada	15,000	B/MED	June 03
•B.C. Ferry Corp.	B.C. Ferry and Marine Workers	4,400	B/ARB	Dec. 03
•Health Employers of British Columbia	various unions	97,800	B/TENT	Mar. 04
•Government of Nunavut	PSAC	2,500	B	Mar. 03
•CP / CN / VIA Rail	various unions	22,450	B/TENT	Dec. 02/ 03
•Pipeline Contractors	Labourers, Oper. Eng.	4,000	TENT	April 03
•Bell Canada	CEP and CTEA	7,200	CO	Nov. 03

Status*:

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

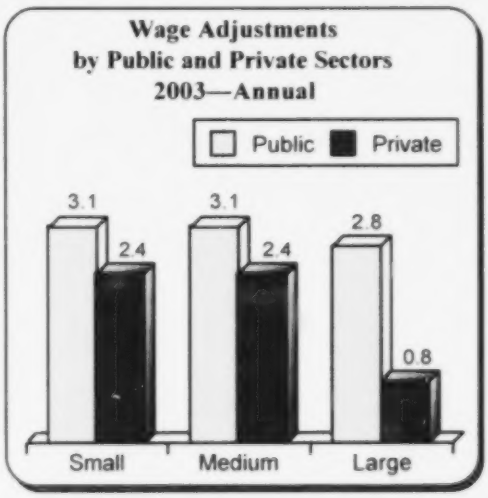
Wage Data for the Year 2003 for Small, Medium and Large Size Bargaining Units

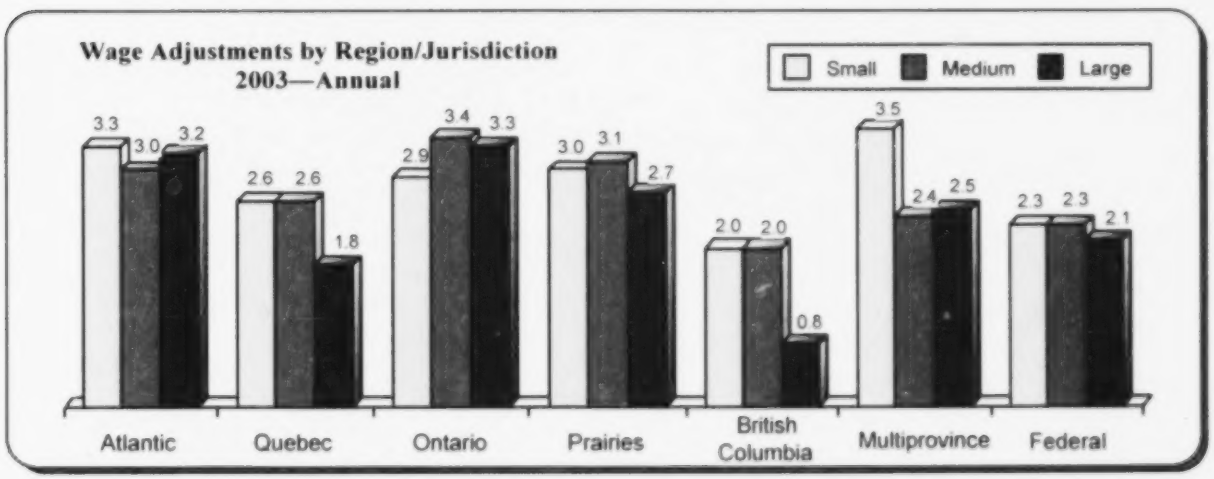
Among the 503 collective bargaining settlements reached in 2003, 166 settlements were in small bargaining units (between 100 and 499 employees), 269 were in medium bargaining units (500 to 1,999 employees), and 68 were in large bargaining units with 2,000 employees and over.

SMALL bargaining units reported an average increase of **2.7 per cent. Public sector** settlements provided an average increase of **3.1 per cent,** higher than the **private sector** wage adjustment of **2.4 per cent.** On an industry basis, the **construction** sector had the highest wage adjustment at **4.8 per cent** while the **transportation** sector reported the lowest average at **2.1 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.5 per cent** in the **Multiprovince** category to a low of **2.0 per cent** in **British Columbia.**

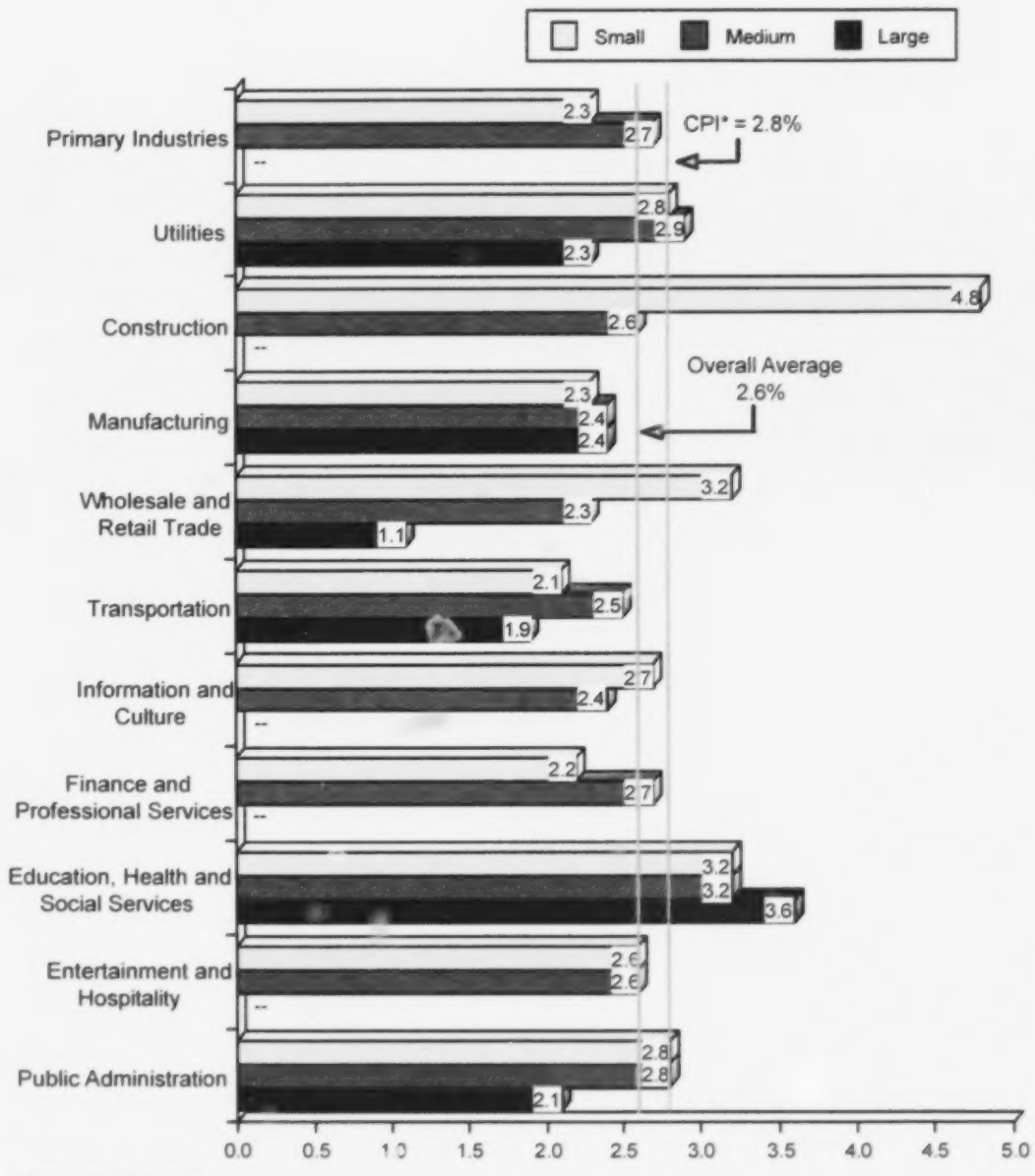
MEDIUM bargaining units reported an average wage increase of **2.9 per cent** in 2003. **Public sector** settlements resulted in an average increase of **3.1 per cent,** compared to the **private sector** figure of **2.4 per cent.** On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **3.2 per cent** while the **wholesale and retail trade** sector reported the lowest average at **2.3 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.4 per cent** in **Ontario** to a low of **2.0 per cent** in **British Columbia.**

LARGE bargaining units reported a wage increase of **2.4 per cent.** Settlements in the **public sector** resulted in an average increase of **2.8 per cent** compared to **0.8 per cent** in the **private sector.** The wage reductions and wage freeze at Air Canada last June had an effect on the private sector, transportation and federal jurisdiction annual average adjustments. On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **3.6 per cent** while the **wholesale and retail trade** sector reported the lowest increase at **1.1 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.3 per cent** in **Ontario** to a low of **0.8 per cent** in **British Columbia** due to a wage freeze in November for public service employees.





Percentage Wage Adjustments by Industry
2003—Annual



* Per cent change from the same period last year.

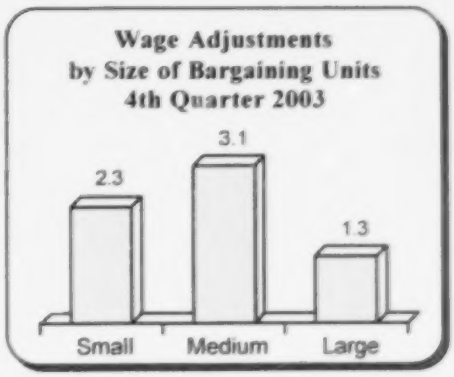
Wage Data for the 4th Quarter 2003 for Small, Medium and Large Size Bargaining Units

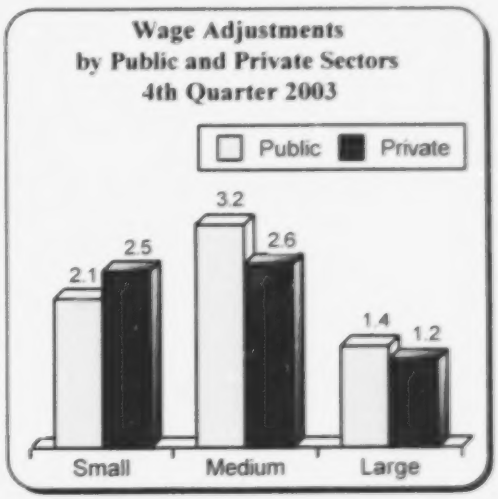
Among the 106 collective bargaining settlements reached in the fourth quarter of 2003, 28 settlements were in small bargaining units (between 100 and 499 employees), 66 were in medium bargaining units (500 to 1,999 employees), and 12 were in large bargaining units with 2,000 employees and over.

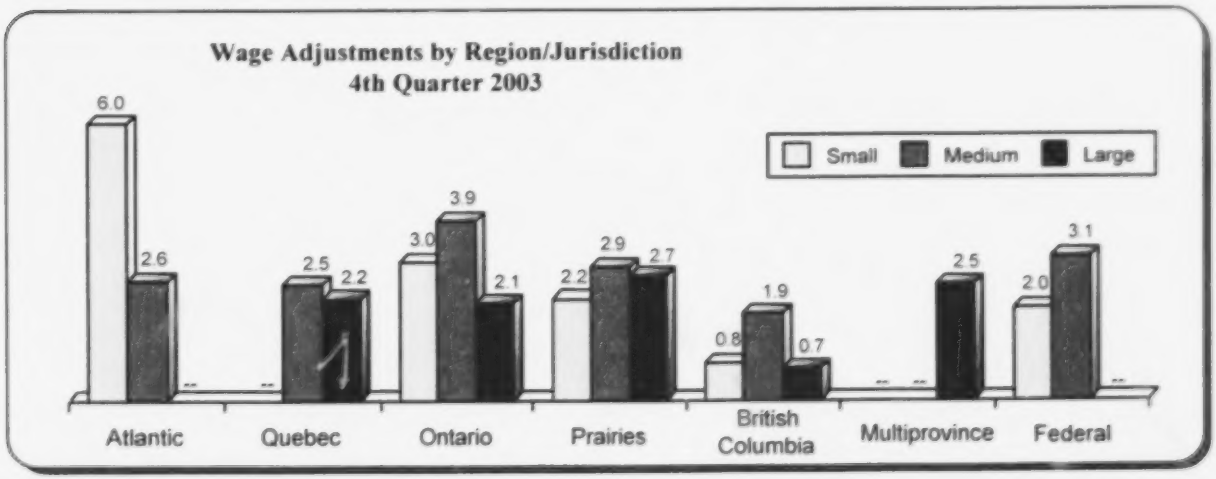
SMALL bargaining units reported an average increase of **2.3 per cent. Public sector** settlements provided an average increase of **2.1 per cent,** lower than the **private sector** wage adjustment of **2.5 per cent.** On an industry basis, the **construction** sector had the highest wage adjustment at **6.7 per cent** while the **entertainment and hospitality** and the **transportation** sectors reported the lowest average at **1.0 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **6.0 per cent** in the **Atlantic Provinces** to a low of **0.8 per cent** in **British Columbia.**

MEDIUM bargaining units reported an average wage increase of **3.1 per cent** in 2003. **Public sector** settlements resulted in an average increase of **3.2 per cent,** compared to the **private sector** figure of **2.6 per cent.** On an industry basis, the **finance and professionnal services** sector had the highest wage adjustment at **4.0 per cent** while **wholesale and retail trade** reported the lowest average at **2.0 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.9 per cent** in **Ontario** to a low of **1.9 per cent** in **British Columbia.**

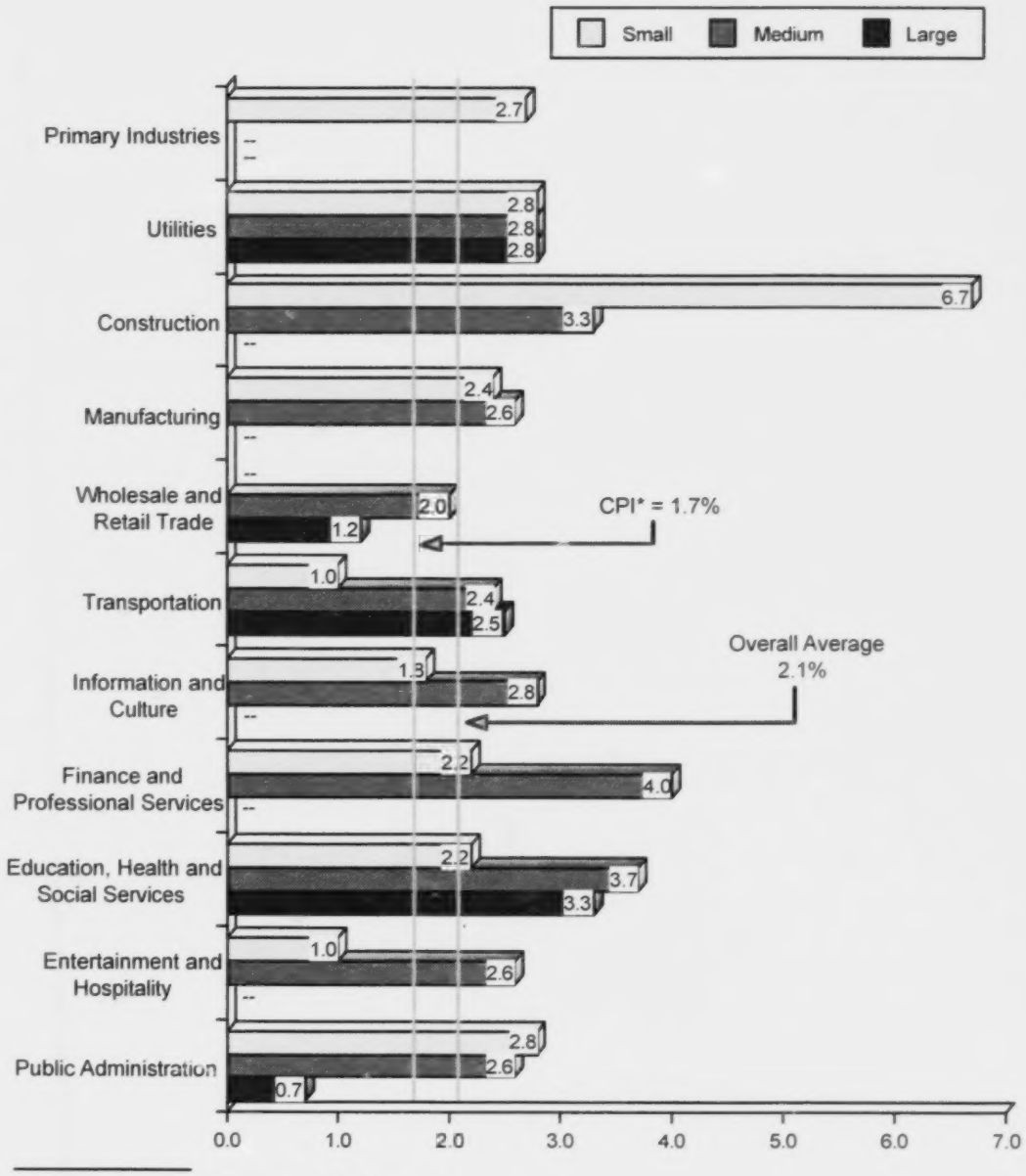
LARGE bargaining units reported a wage increase of **1.3 per cent.** Settlements in the **public sector** resulted in an average increase of **1.4 per cent** compared to **1.2 per cent** in the **private sector.** On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **3.3 per cent** while the **public administration** sector reported the lowest increase at **0.7 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **2.7 per cent** in the **Prairie Provinces** to a low of **0.7 per cent** in **British Columbia** due to a wage freeze in November for public service employees.







Percentage Wage Adjustments by Industry
4th Quarter 2003



* Per cent change from the same period last year.

SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN DECEMBER 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Utilities (1 agreement)					
Independent Electricity Market Operator, scientific and other professionals, province-wide, Ont.	270	3.0	3.0	36	2006-12-31
Construction (1 agreement)					
Electrical Contractors Association of N.B., Inc., electricians, Sunbury and 7 other counties, N.B.	300	3.5	6.0	30	2006-06-30
Manufacturing (3 agreements)					
McCoy Bros. Inc., production, Edmonton, Alta.	110	1.8	0.0	36	2006-01-04
Ultra Electronic Maritime Systems, production and maintenance, Halifax, N.S.	160	3.6	3.5	36	2005-12-31
West Fraser Mills Ltd., Pacific Inland Resources Div., mill employees, Smithers, B.C.	210	1.7	2.0	72	2009-09-30
Transportation (4 agreements)					
Air Transat A.T. Inc., service and maintenance employees, Dorval, Que.	330	1.3	0.0	36	2006-04-30
BC Rail Limited, locomotive engineers, province-wide, B.C.	160	0.0	0.0	36	2005-12-31
Federated Co-Operatives Limited (Grocery People Ltd.), grocery distribution centre employees, Edmonton, Alta.	200	1.6	4.8	60	2008-08-26
ICS Courier (Div.of Information Communication Services Inc.), couriers, Toronto, Ont.	350	1.6	2.5	36	2006-01-26
Information and Culture (3 agreements)					
Canadian Broadcasting Corporation, broadcast and TV employees, province-wide, Multi	430	2.5	2.5	24	2005-12-11
Global Calgary (CICT-TV), broadcast and TV employees, Calgary, Alta.	160	1.3	0.0	60	2006-08-31
Global Edmonton (CITV-TV), broadcast and TV employees, Edmonton, Alta.	130	2.0	0.0	60	2007-05-31
Finance and Professional Services (1 agreement)					
Atomic Energy of Canada Limited, salaried employees, Chalk River, Ont.	130	1.3	1.2	36	2006-06-30
Education, Health and Social Services (1 agreement)					
Board of Trustees of Grande Prairie Public School District 2357, support employees, Grande Prairie, Alta.	160	2.0	2.0	12	2004-08-31
Public Administration (1 agreement)					
House of Commons of Canada, security guards, Ottawa, Ont.	300	3.0	3.0	36	2006-05-31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*

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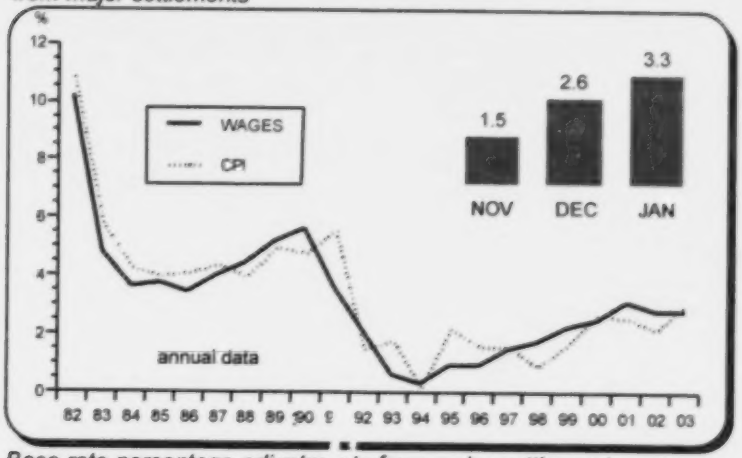
Workplace Information / Information sur les milieux de travail

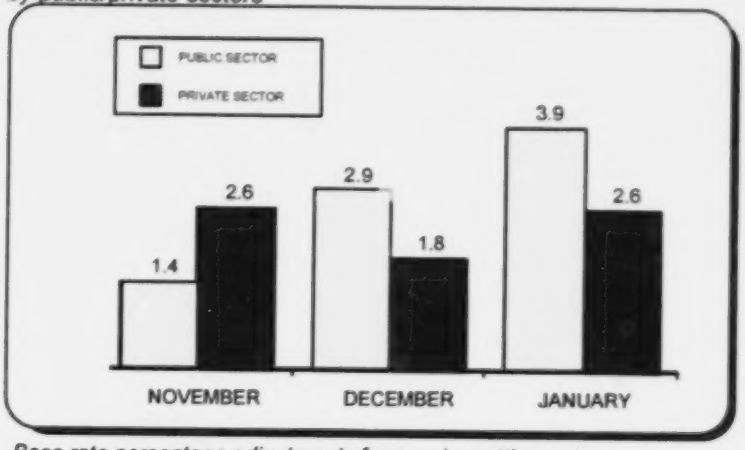
The Wage Settlements Bulletin

March 2004
Volume 15, Issue 3

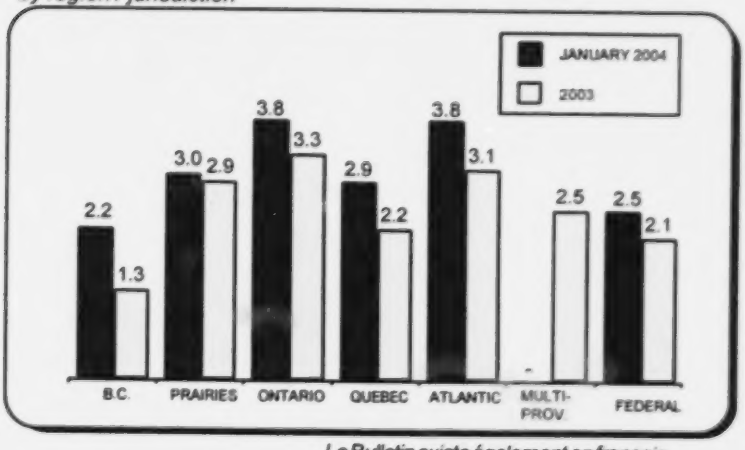
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for January 2004

Major collective bargaining settlements reached in **January 2004** provided base rate wage increases averaging **3.3 per cent** annually over the term of the contracts, up from 2.6 per cent in the previous month and also the average of 2.6 per cent for the year 2003. The January 2004 results are based on a review of 20 settlements with a coverage of 24,150 employees.

When the parties to these January settlements previously negotiated, the resulting wage adjustments averaged 3.2 per cent, higher than in their current settlements. Contract duration in January averaged 31.2 months, compared to 30.2 months in the previous round of settlements.

Average wage increases in the public sector were higher than those in the private sector. The **public-sector** wage increases averaged **3.9 per cent** for 12,850 employees in 10 settlements. The **private-sector** average for 11,300 employees in 10 agreements was **2.6 per cent**.

The larger figure in public-sector settlements was due primarily to the Nova Scotia nurses' agreement with a wage gain averaging 3.9 per cent and five Ontario education sector contracts with increases averaging 4.9 per cent (including the Toronto Catholic District School Board at 6.1 per cent).

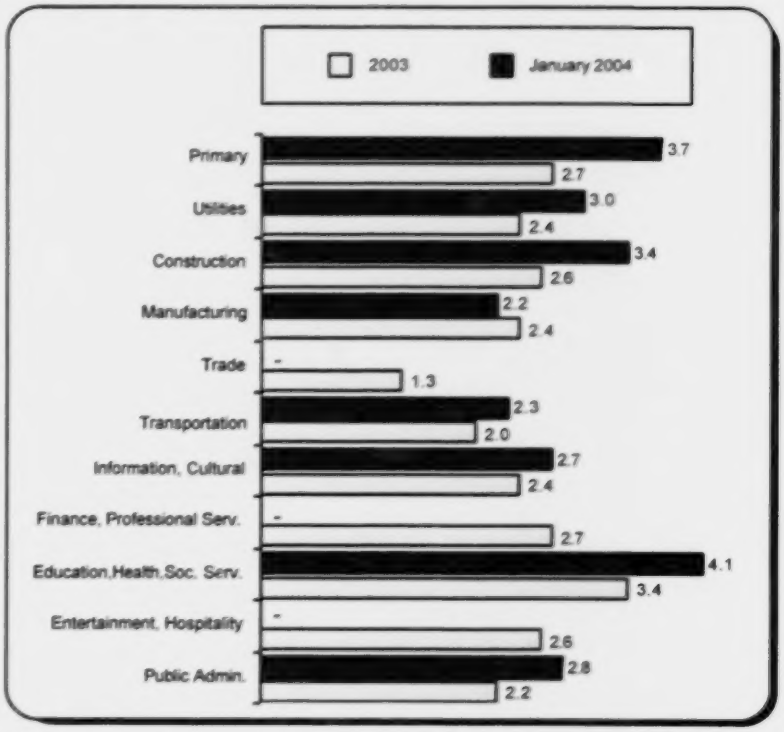
On a regional/jurisdictional basis, the largest average wage increase was in **Nova Scotia** at **3.9 per cent** (consisting of the single nurses' agreement mentioned above); together with a **New Brunswick** construction settlement (at **3.4 per cent**), the average for the Atlantic provinces stood at 3.8 per cent. **Ontario** with 8 agreements covering 8,260 employees, also recorded wage gains averaging **3.8 per cent**. The smallest figure was in **British Columbia**, where wage adjustments

Canada

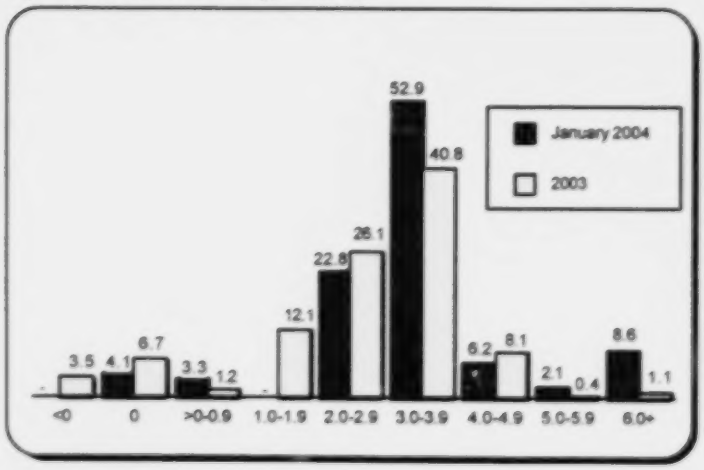
averaged **2.2 per cent** for 2,320 employees in 3 agreements. In the **Prairies**, there was only one **Manitoba** agreement (City of Winnipeg) providing 550 employees with a wage increase averaging **3.0 per cent**. In **Quebec**, 4 agreements provided 5,510 employees with increases averaging **2.9 per cent**. In the **Federal jurisdiction**, two major settlements covering 2,310 employees averaged wage gains of **2.5 per cent** (Bell Canada at 2.7 per cent and CP Rail at 2.3 per cent).

On an industry basis, the largest concentration of employees was in the **education, health and social services** sector with 11,560 employees (48% of all workers) in eight agreements; this sector also recorded the largest average increase in wage settlements, at **4.1 per cent**. The smallest average increase was recorded in the **manufacturing** sector; 5 agreements provided 6,240 employees with increases averaging **2.2 per cent**. In **public administration**, 2 agreements provided 1,290 employees with wage increases averaging **2.8 per cent**. Each of the remaining sectors contained a single agreement. Wage increases by industry are itemized in the graph on the right.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, January 2004

	Agreements	Employees
Atlantic Provinces	2	5,200
Quebec	4	5,510
Ontario	6	8,260
Prairie Provinces	1	550
British Columbia	3	2,320
Multiprovince	-	-
Federal	2	2,310

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	2001	2002	2003	2003				2003		2004
				1	2	3	4	Nov	Dec	Jan
All Industries/Jurisdictions										
Average Annual Adjustment	3.2	2.8	2.6	2.7	2.5	3.1	2.0	1.5	2.6	3.3
Non-COLA	3.2	2.8	2.6	2.8	2.5	3.3	2.0	1.4	2.9	3.4
COLA	3.2	3.6	2.5	1.9	2.4	2.9	2.0	2.6	2.2	2.3
First Year Increase	3.4	3.0	2.6	3.0	2.4	3.3	1.8	1.5	2.1	3.7
Non-COLA	3.4	2.9	2.7	3.1	2.5	3.6	1.9	1.4	2.2	3.8
COLA	3.3	4.2	2.2	1.6	1.6	2.8	1.5	2.5	1.9	2.1
Industries										
Primary	2.7	2.1	2.7	1.5	3.8	-	-	-	-	3.7
Utilities	2.5	2.4	2.4	3.9	2.2	2.4	2.4	-	-	3.0
Construction	3.2	1.2	2.6	-	2.4	1.8	3.3	-	3.3	3.4
Manufacturing	2.6	3.5	2.4	2.4	2.4	2.3	2.6	2.6	2.3	2.2
Wholesale and Retail Trade	1.6	1.8	1.3	-	1.0	3.0	1.3	-	1.5	-
Transportation	2.9	2.4	2.0	2.5	0.4	2.9	2.5	2.6	0.0	2.3
Information and Cultural Industries	3.2	3.0	2.4	1.4	2.9	3.0	2.8	2.6	2.6	2.7
Finance, Management Services	2.2	2.1	2.7	2.3	2.0	2.5	4.0	-	-	-
Education, Health, Social Services	3.5	3.0	3.4	2.9	3.4	4.3	3.6	3.9	3.4	4.1
Entertainment,Hospitality Industry	4.0	2.5	2.6	2.8	3.3	1.8	2.6	-	-	-
Public Admininistration	3.1	2.6	2.2	2.7	2.8	3.0	1.2	0.2	2.5	2.8
Jurisdictions										
Newfoundland and Labrador	5.0	6.6	3.1	3.0	-	5.0	2.2	-	2.2	-
Prince Edward Island	3.1	4.9	3.2	3.6	-	-	3.0	-	-	-
Nova Scotia	3.7	2.4	3.3	3.4	3.1	3.3	2.0	-	-	3.9
New Brunswick	3.4	2.7	2.7	2.3	3.8	-	2.8	-	2.9	3.4
Quebec	2.8	2.1	2.2	1.7	2.4	1.9	2.4	2.3	1.8	2.9
Ontario	2.9	3.0	3.3	3.0	3.5	3.7	2.9	3.8	3.5	3.8
Manitoba	2.4	4.0	2.7	3.0	2.0	3.8	2.6	-	2.7	3.0
Saskatchewan	2.9	4.0	3.0	3.6	2.6	3.1	-	-	-	-
Alberta	5.1	4.5	3.0	3.5	2.4	3.3	3.5	3.5	-	-
British Columbia	3.1	1.9	1.3	2.3	1.5	2.5	0.8	0.5	1.1	2.2
Multiprovince	3.0	3.3	2.5	-	2.7	1.8	2.5	-	2.5	-
Federal Jurisdiction	3.0	2.7	2.1	2.1	0.8	3.1	3.0	2.5	2.6	2.5
Public Sector	3.3	2.9	2.9	2.9	3.1	3.2	2.2	1.4	2.9	3.9
Private Sector	3.0	2.5	1.5	2.4	0.8	2.3	1.6	2.6	1.8	2.6
Consumer Price Index	2.6	2.2	2.8	1.5	1.3	2.3	1.7	1.6	2.0	1.2

Data for the month of January are preliminary.

MAJOR SETTLEMENTS REACHED IN JANUARY 2004

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Primary Industries (1 agreement)	**780**	**3.7**	**5.0**	**36**	
Highland Valley Copper, production, Logan Lake, B.C.	780	3.7	5.0	36	2006-09-30
Utilities (1 agreement)	**770**	**3.0**	**3.0**	**36**	
Enbridge Gas Distribution, utility workers, province-wide, Ont.	770	3.0	3.0	36	2006-12-31
Construction (1 agreement)	**1,200**	**3.4**	**3.4**	**36**	
Mechanical Contractors Association of N.B. Inc., plumbers and pipefitters, province-wide, N.B.	1,200	3.4	3.4	36	2006-06-30
Manufacturing (5 agreements)	**6,240**	**2.2**	**2.2**	**32.7**	
Alcan Smelters and Chemicals Ltd., hourly rated employees, Jonquière, Que.	2,290	3.0	3.0	12	2004-12-31
Brasseries Molson, production, Montréal, Que.	1,300	2.1*	1.9	84	2010-12-21
Camco Inc., production, Hamilton, Ont.	1,000	0.0	0.0	20	2005-12-31
DuPont Canada Inc., plant and maintenance employees, Kingston, Ont.	1,150	2.4	2.7	36	2007-01-27
Société d'Électrolyse et de Chimie Alcan, Ltée. (Usine Laterrière), production, Laterrière, Que.	500	3.0	3.0	12	2004-12-31
Transportation (1 agreement)	**1,210**	**2.3**	**3.0**	**36**	
Canadian Pacific Railway & St. Lawrence & Hudson Railway, non-op. employees, System-wide	1,210	2.3	3.0	36	2006-12-31
Information and Culture (1 agreement)	**1,100**	**2.7**	**2.5**	**36**	
Bell Canada, sales personnel, province-wide	1,100	2.7	2.5	36	2006-12-31
Education, Health and Social Services (8 agreements)	**11,560**	**4.1**	**4.6**	**27**	
District School Board of Niagara, elementary teachers, St. Catharines, Ont.	1,500	4.1	4.2	24	2004-08-31
Grand Erie District School Board, secondary teachers, Brantford, Ont.	670	3.5	2.5	36	2004-08-31
Halton District School Board, occasional teachers, Burlington, Ont.	600	3.9	3.0	24	2004-08-31
Nova Scotia Association of Health Organizations, nurses, province-wide, N.S.	4,000	3.9	5.7	36	2006-10-31
Toronto Catholic District School Board, secondary teachers, Toronto, Ont.	2,070	6.1	6.1	12	2004-08-31
University of Montreal, professors, Montréal, Que.	1,420	3.6	3.3	24	2005-05-31
University of Victoria, teaching assistants, Victoria, B.C.	800	0.4	1.3	36	2006-08-31
Upper Canada District School Board #26, occasional teachers, Brockville, Ont.	500	5.2	5.2	12	2004-08-31
Public Administration (2 agreements)	**1,290**	**2.8**	**3.4**	**42.9**	
City of New Westminster, inside and outside employees, New Westminster, B.C.	740	2.6*	2.5	48	2006-12-31
City of Winnipeg, administrative services employees, Winnipeg, Man.	550	3.0	4.5	36	2006-10-11
Agreements with COLA (2 agreements)	**2,040**	**2.3***	**2.1**	**70.9**	
Agreements without COLA (18 agreements)	**22,110**	**3.4**	**3.8**	**27.5**	
All Agreements (20 agreements)	**24,150**	**3.3**	**3.7**	**31.2**	

**Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	113,390	B/CO/TENT	May02-Jan.04
•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	B/CO	Dec.02-Sept.03
•Canada Revenue Agency	PSAC and PIPSC	41,480	B/CO	Oct. 03/Dec.03
•Government of Newfoundland and Labrador	NAPE et CUPE	17,000	CO	Mar. 04
•Government of Nova Scotia	CUPE (public works)	1,600	ARB	Oct. 02
•Capital District Health	NSGEU	3,000	B	Oct. 03
•Nova Scotia Power Inc.	IBEW	1,000	B	Mar. 03
•Government of New Brunswick	CUPE (health)	5,800	CO	June 03
•Government of New Brunswick	nurses	5,000	B	Dec. 03
•Government of New Brunswick	teachers	7,600	B	Feb. 04
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	CO	various
•Government of Quebec	various unions	323,470	B	June 02/ 03
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	8,770	B/ARB	April 02
•Quebec Construction	various unions	65,000	B	April 04
•GO Transit (Ont.)	ATJ	780	MED	July 03
•College Compensation and Appointments Council (Ont.)	OPSEU	6,500	TENT	Aug. 03
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•Ontario Nursing Homes	SEIU	3,200	B	Dec. 03
•Government of Saskatchewan	Sask. Govt. and Gen. Empls. Union	9,860	B	Aug. 03
•Saskatchewan Assn. of Health Orgs.	various unions	24,530	B	Mar. 04
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•Alberta Boards of Education/Trustees (Calgary and Edmonton)	ATA	13,360	B	Aug. 03
•Health Authorities of Alberta	various unions	29,500	B/MED	Mar. 03/04
•Alberta Construction	various unions	20,000	B/MED	April 03
•TELUS (B.C. and Alta.)	TWU	10,500	ARB	Dec. 00
•Vancouver and other cities	various unions	4,000	B	Dec. 02
•B.C. Forest Industry	IWA-Canada	15,000	B/MED	June 03
•B.C. Ferry Corp.	B.C. Ferry and Marine Workers	4,400	B/ARB	Dec. 03
•Health Employers of British Columbia	various unions	97,800	B/TENT	Mar. 04
•Government of Nunavut	PSAC	1,750	B	Mar. 03
•CP / CN / VIA Rail	various unions	22,450	B/WS	Dec. 02/ 03
•Pipeline Contractors	Labourers, Oper. Eng.	4,000	TENT	April 03
•Bell Canada	CEP	7,200	CO	Nov. 03

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

Annual Wage Data Analysis (2000–2003) for Small, Medium and Large Size Bargaining Units

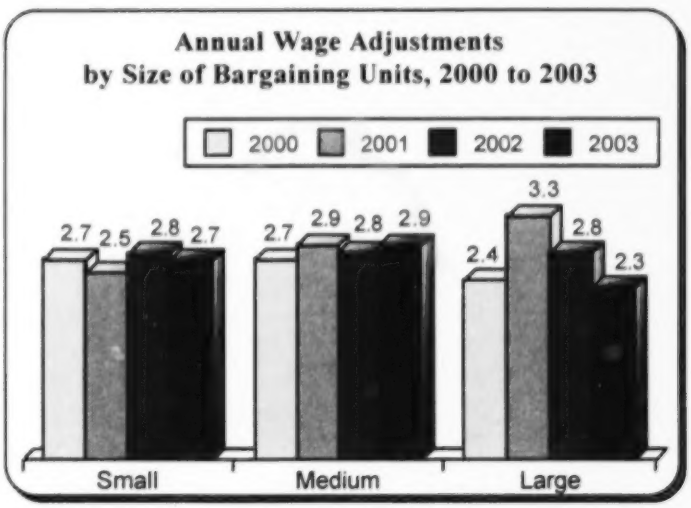
The Workplace Information Directorate introduced a stratified sample of small bargaining units (between 100 and 499 employees) in 2000. Small bargaining units were introduced in response to client consultations requesting such information. The medium (500 to 1,999 employees) and large size (2,000 employees and over) bargaining units represent all the bargaining units across Canada. Following are the highlights, according to the size of bargaining units, over the last four years.

In **2003,** small bargaining units in the Multiprovince category recorded the highest average at 3.5 per cent while a much lower average (0.8 per cent) was recorded in large bargaining units of British Columbia.

In **2002,** large bargaining units in the Atlantic Provinces reported an average wage increase of 4.6 per cent while the lowest average (1.5 per cent) was recor ed in the small bargaining units of British Columbia.

In **2001,** large bargaining units in the Prairie Provinces recorded the highest average at 4.7 per cent while medium size units in British Columbia recorded the lowest wage adjustment at 1.8 per cent.

In **2000,** large bargaining units in the Prairie Provinces reported the highest wage increase at 4.2 per cent while small bargaining units in British Columbia reported the lowest average (1.3 per cent).

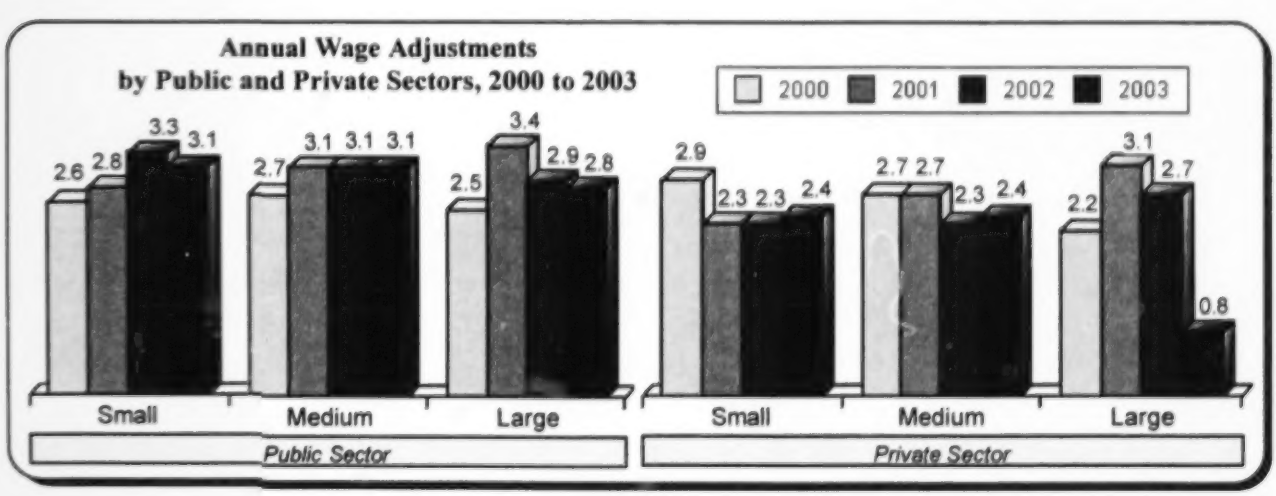


Highlights for Small and Medium Bargaining Units

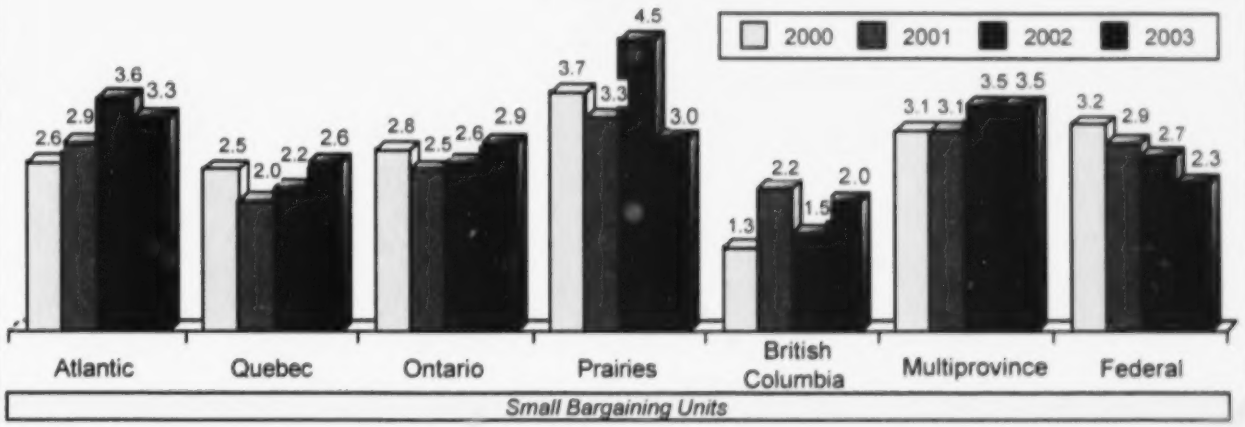
Public and private sectors settlements provided average increases of 2.3 to 3.3 per cent, the highest figure was recorded in 2002 for public-sector employees in small size bargaining units. Both small (in 2001) and medium (in 2003) bargaining units in the private sector received the lowest wage adjustment.

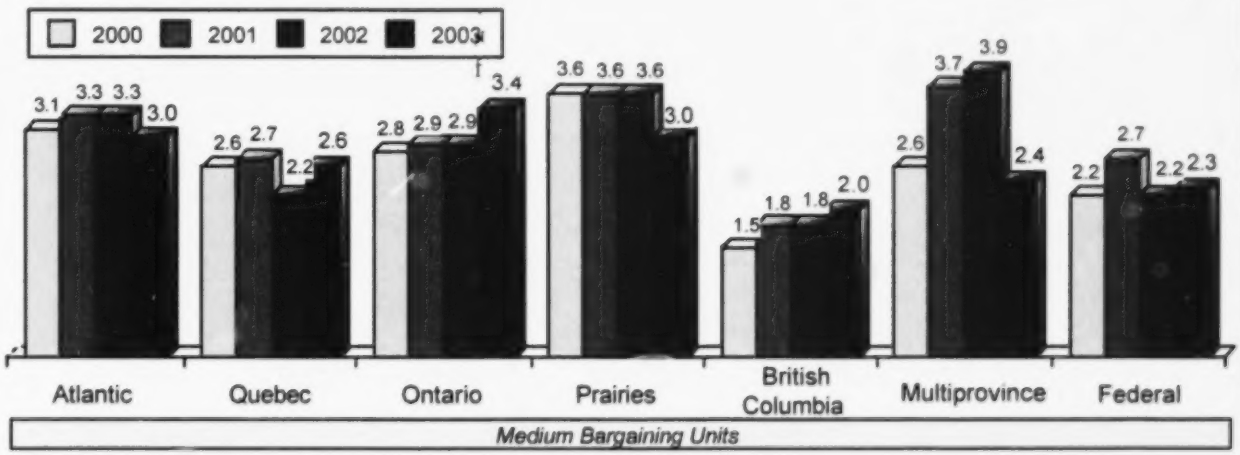
On regional/jurisdictional basis, average increases ranged from a high of 4.5 per cent, in 2002, in the Prairies Provinces to a low of 1.3 per cent in the year 2000 for British Columbia.

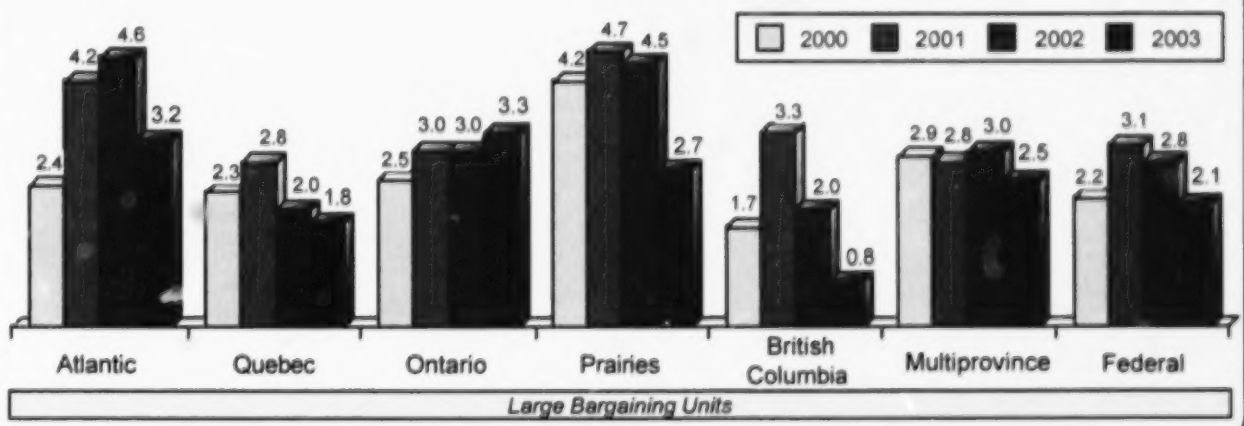
On an industry basis, the average wage adjustments ranged from a high of 4.8 per cent, in 2003, for small bargaining units in the construction sector to an all time low of -1.4, in 2001 for small bargaining units in primary industries.



Annual Percentage Wage Adjustments by Industry, 2000 to 2003







SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN JANUARY 2004

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Utilities (1 agreement)					
Alcan Smelters and Chemicals Ltd., Québec Electric Energy, general tradesmen (non-construction), Shipshaw, Que.	260	3.0	3.0	12	2004-12-31
Manufacturing (3 agreements)					
Alcan Smelters and Chemicals Ltd., hourly rated employees, Shawinigan, Que.	450	3.0	3.0	12	2004-12-31
Prudential Steel Ltd., production, Calgary, Alta.	440	1.6	2.3	36	2006-12-31
Tolko Industries Ltd., Div. Tolko Manitoba Kraft Papers, mill employees, The Pas, Man.	270	2.2	2.5	60	2008-09-30
Transportation (1 agreement)					
Groupe Alcan Métal Primaire-Québec, longshoremen, Port-Alfred, Que.	170	3.0	3.0	12	2004-12-31
Information and Culture (1 agreement)					
Groupe Pages Jaune, office employees, Montréal, Que.	250	2.2 *	2.2	36	2006-09-30
Education, Health and Social Services (1 agreement)					
Durham Catholic District School Board, custodial, Durham, Ont.	190	3.0	3.0	36	2006-08-31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees The employee coverage represents approximately 6 3 per cent of the unionized workforce and 20 per cent o 'non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Gatineau region *(819) 997-3117*

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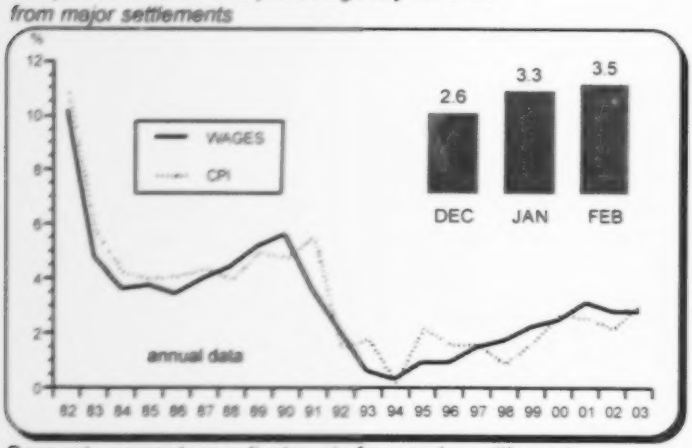
Workplace Information / Information sur les milieux de travail

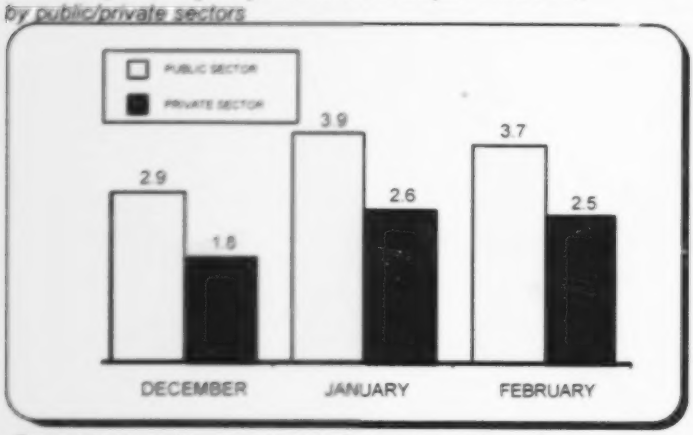
The Wage Settlements Bulletin

April 2004
Volume 15, Issue 4

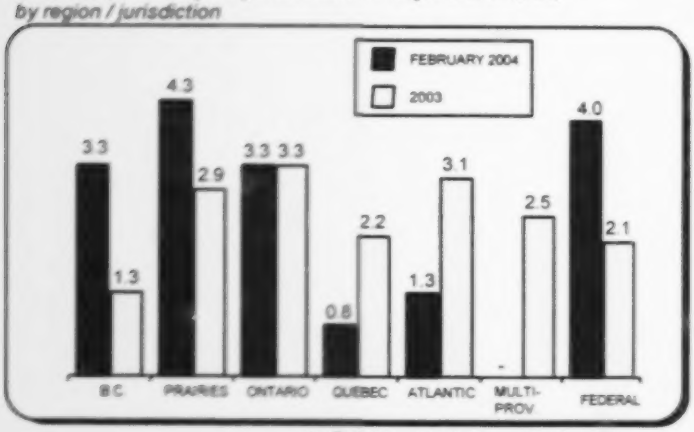
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for February 2004

Major collective bargaining settlements reached in **February 2004** provided base rate wage increases averaging **3.5 per cent** annually over the term of the contracts, up from 3.3 per cent in the previous month and also the average of 2.6 per cent for the year 2003. The February 2004 results are based on a review of 18 settlements with a coverage of 27,290 employees.

When the parties to these February settlements previously negotiated, the resulting wage adjustments averaged 3.9 per cent, higher than in their current settlements. Contract duration in February averaged 34.3 months, compared to 29.6 months in the previous round of settlements.

The February figure was influenced in large part by the Provincial Health Authorities settlement in Alberta, providing 7,700 paramedical employees with a wage increase averaging 4.7 per cent. This agreement alone has more than one-quarter of the month's total employee coverage.

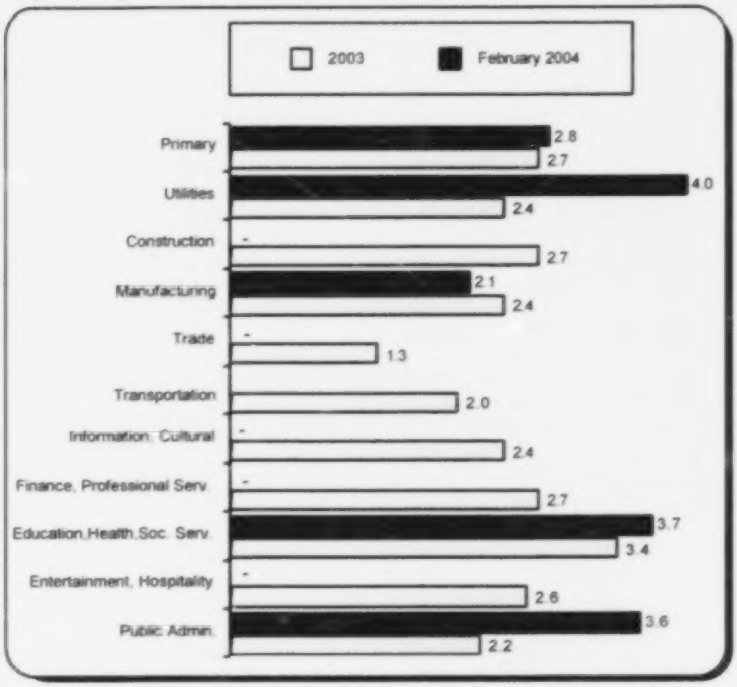
Average wage increases in the public sector were higher than those in the private sector. The **public-sector** wage increases averaged **3.7 per cent** for 22,390 employees in 13 settlements. The **private-sector** average for 4,900 employees in 5 agreements was **2.5 per cent**.

On a regional/jurisdictional basis, Alberta posted the largest wage gain in February, at 4.3 per cent. The smallest average wage adjustment was recorded in Quebec at 0.8 per cent. In the Federal jurisdiction wage adjustments averaged 4.0 per cent. Wage increases by jurisdiction are itemized in the graph on the left.

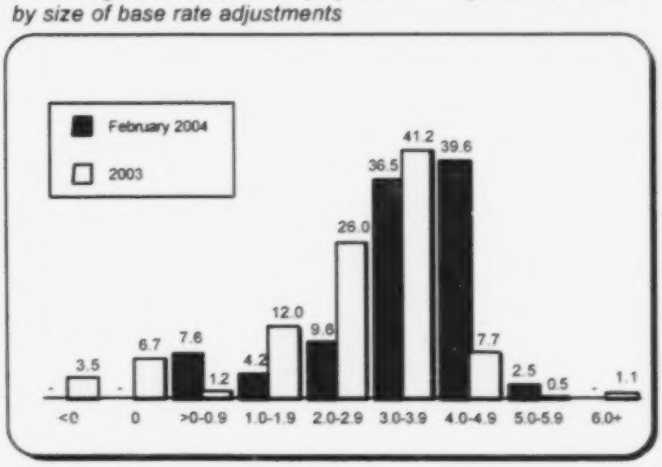
Canada

On an industry basis, the largest average increase was in the **utilities** sector at **4.0 per cent** (810 employees in a single agreement). The smallest average increase was recorded in the **manufacturing** sector; 3 agreements provided 2,300 employees with increases averaging **2.1 per cent**. The largest concentration of employees (50.5% of all employees) was in **education, health and social services**; 6 agreements provided 13,770 employees with wage increases of **3.7 per cent**. In **public administration**, 6 agreements provided 7,810 employees with wage increases averaging **3.6 per cent**, and in **primary industries**, 2 agreements provided 2,600 employees with wage gains averaging **2.8 per cent**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, February 2004

	Agreements	Employees
Atlantic Provinces	1	1,150
Quebec	1	2,070
Ontario	9	9,960
Prairie Provinces	3	10,690
British Columbia	1	810
Multiprovince	-	-
Federal	3	2,610

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustment in base rates)

	2001	2002	2003	2003				Year to	2003	2004	
				1	2	3	4	Date	Dec	Jan	Feb
All Industries/Jurisdictions											
Average Annual Adjustment	3.2	2.8	2.6	2.7	2.5	3.1	2.0	3.4	2.6	3.3	3.5
Non-COLA	3.2	2.8	2.6	2.8	2.5	3.3	2.0	3.3	2.9	3.4	3.1
COLA	3.2	3.6	2.5	1.9	2.4	2.9	2.0	3.7	2.2	2.3	3.9
First Year Increase	3.4	3.0	2.6	3.0	2.4	3.3	1.8	3.7	2.1	3.7	3.7
Non-COLA	3.4	2.9	2.7	3.1	2.5	3.6	1.9	3.5	2.2	3.8	3.2
COLA	3.3	4.2	2.2	1.6	1.6	2.8	1.5	4.1	1.9	2.1	4.5
Industries											
Primary	2.6	2.1	2.7	1.5	3.8	-	-	3.0	-	3.7	2.8
Utilities	2.5	2.4	2.4	3.9	2.2	2.4	2.4	3.5	-	3.0	4.0
Construction	3.2	1.2	2.7	-	2.4	1.8	3.5	3.4	3.5	3.4	-
Manufacturing	2.6	3.5	2.4	2.4	2.5	2.3	2.6	2.2	2.3	2.2	2.1
Wholesale and Retail Trade	1.6	1.8	1.3	-	1.0	3.1	1.3	-	1.5	-	-
Transportation	2.9	2.4	2.0	2.5	0.4	2.9	2.5	2.3	0.0	2.3	-
Information and Cultural Industries	3.2	3.0	2.4	1.4	2.9	3.0	2.8	2.7	2.6	2.7	-
Finance, Management Services	2.0	2.1	2.7	2.3	2.0	2.5	4.0	-	-	-	-
Education, Health, Social Services	3.5	3.0	3.4	2.9	3.4	4.3	3.6	3.9	3.4	4.1	3.7
Entertainment,Hospitality Industry	4.0	2.5	2.6	2.8	3.3	1.8	2.6	-	-	-	-
Public Admininistration	3.1	2.6	2.2	2.7	2.8	3.0	1.2	3.5	2.5	2.8	3.6
Jurisdictions											
Newfoundland and Labrador	5.0	6.6	3.1	3.0	-	5.0	2.2	-	2.2	-	-
Prince Edward Island	3.1	4.9	3.2	3.6	-	-	3.0	-	-	-	-
Nova Scotia	3.7	2.4	3.3	3.4	3.1	3.3	2.0	3.3	-	3.9	1.3
New Brunswick	3.4	2.7	2.8	2.3	3.8	-	2.9	3.4	3.1	3.4	-
Quebec	2.7	2.1	2.2	1.7	2.4	1.9	2.4	2.4	1.9	2.9	0.8
Ontario	2.9	3.0	3.3	3.0	3.5	3.7	2.9	3.5	3.6	3.8	3.3
Manitoba	2.4	4.0	2.7	3.0	2.0	3.8	2.6	3.0	2.7	3.0	-
Saskatchewan	2.9	4.0	3.0	3.6	2.6	3.1	-	-	-	-	-
Alberta	5.1	4.5	3.0	3.5	2.5	3.3	3.6	4.3	-	-	4.3
British Columbia	3.1	1.9	1.3	2.3	1.5	2.5	0.8	2.5	1.1	2.2	3.3
Multi-Province	3.0	3.3	2.5	-	2.7	1.8	2.5	-	2.5	-	-
Federal Jurisdiction	3.0	2.7	2.1	2.1	0.8	3.1	3.0	3.3	2.6	2.5	4.0
Public Sector	3.3	2.9	2.9	2.9	3.1	3.2	2.2	3.8	2.9	3.9	3.7
Private Sector	3.0	2.5	1.5	2.4	0.8	2.3	1.6	2.5	1.8	2.6	2.5
Consumer Price Index	2.6	2.2	2.8	1.5	1.3	2.3	1.7	1.0	2.0	1.2	0.7

Data for the month of February are preliminary.

MAJOR SETTLEMENTS REACHED IN FEBRUARY 2004

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Primary Industries (2 agreements)	**2,600**	**2.8**	**3.2**	**36**	
Falconbridge Limited, production, Falconbridge, Ont.	1,050	2.3 *	3.4	36	2007-01-31
Suncor Energy Inc., Oil Sands, mine employees, Fort McMurray, Alta.	1,550	3.2	3.0	36	2007-04-30
Utilities (1 agreements)	**810**	**4.0**	**4.0**	**12**	
Bruce Power LP, scientific and other professionals, Toronto, Ont.	810	4.0	4.0	12	2004-12-31
Manufacturing (3 agreements)	**2,300**	**2.1**	**1.4**	**30.8**	
Canadian General-Tower Limited, plant and maintenance employees, Cambridge, Ont.	500	2.4	2.4	12	2005-02-28
General Electric Canada Inc., plant and maintenance employees, Pickering, Ont.	650	3.1 *	3.0	36	2007-02-15
Trenton Works Ltd., production empls, Trenton, N.S.	1,150	1.3 *	0.0	36	2006-10-31
Education, Health and Social Services (6 agreements)	**13,770**	**3.7**	**4.4**	**35.3**	
Centre for Addiction and Mental Health, health service employees, Toronto, Ont.	1,700	3.0	3.0	36	2005-03-31
Peel District School Board, custodial empls., Mississauga, Ont.	840	4.0	4.0	12	2004-08-31
Peel District School Board, office employees, Mississauga, Ont.	600	4.1	4.1	12	2004-08-31
Provincial Health Authorities of Alberta, para-medical professional employees, province-wide, Alta.	7,700	4.7 *	5.5	36	2005-03-31
Sisters of Charity of Ottawa Health Service, health service, maintenance and trade employees, Ottawa, Ont.	860	3.0	3.0	36	2005-03-31
University of Sherbrooke, lecturers, Sherbrooke, Que.	2,070	0.8	2.1	48	2007-12-31
Public Administration (6 agreements)	**7,810**	**3.6**	**3.4**	**35.2**	
City of Calgary, police officers, Calgary, Alta.	1,440	3.3	3.7	27	2006-03-31
City of Toronto, firefighters, Toronto, Ont.	2,950	3.5	3.5	36	2004-12-31
City of Vancouver, firefighters, Vancouver, B.C.	810	3.3 *	3.8	48	2006-12-31
Government of Canada, translators, Canada-Wide	1,070	2.5	2.5	24	2005-04-18
Statistical Survey Operations, field interviewers, Canada-Wide	850	4.6	3.2	48	2004-11-30
Statistical Survey Operations, regional office interviewers, Canada-Wide	690	5.4	3.5	36	2004-11-30
Agreements with COLA (5 agreements)	**11,360**	**3.9 ***	**4.5**	**36.9**	
Agreements without COLA (13 agreements)	**15,930**	**3.1**	**3.2**	**32.4**	
All Agreements (18 agreements)	**27,290**	**3.5**	**3.7**	**34.3**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	113,390	B/CO/ARB	May02-Jan.04
•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	B/CO	Dec.02-Sept.03
•Canada Revenue Agency	PSAC and PIPSC	41,480	B/CO	Oct. 03/Dec.03
•Government of Newfoundland and Labrador	NAPE et CUPE	17,000	WS	Mar. 04
•Government of Nova Scotia	CUPE (public works)	1,600	ARB	Oct. 02
•Capital District Health	NSGEU	7,800	B	Oct. 03
•Nova Scotia Health Organizations	CUPE	3,000	B	Mar. 04
•Nova Scotia Power Inc.	IBEW	1,000	CO	Mar. 03
•Government of New Brunswick	CUPE (health)	5,800	CO	June 03
•Government of New Brunswick	nurses	5,000	CO	Dec. 03
•Government of New Brunswick	teachers	7,600	B	Feb. 04
•Government of Prince-Edward-Island	teachers	1,500	B	Mar. 04
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	CO	various
•Government of Quebec	various unions	323,470	B	June 02/ 03
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	B	Dec. 02
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2003 Wage Distribution Analysis for Small, Medium and Large Size Bargaining Units

A total of 508 agreements settled in 2003, providing some 661,760 employees with average base rate increases of 2.6 per cent. One hundred and sixty eight settlements were in small bargaining units (between 100 and 499 employees), 273 were in medium bargaining units (500 to 1,999 employees) and 67 were in large bargaining units with 2,000 and more employees.

The annual wage adjustment results show little variation between small, medium and large bargaining units. The lowest and highest percentages are with large bargaining units: two agreements at Air Canada (7,840 flight attendants and 13,630 operational employees and technicians) resulted in an average wage decrease of 0.7 per cent while one agreement, covering 3,040 elementary teachers of the Dufferin-Peel Catholic District School Board in Ontario, provided a wage adjustment of 6.6 per cent.

Among the 168 agreements settled in **SMALL** bargaining units, 8.9 per cent of employees (4,020) in 13 agreements received wage adjustments over 4.0 per cent. Wage adjustments in the 3.0 to 3.9 per cent range were negotiated for 12,010 employees (26.6%) in 44 agreements while 19,330 employees (42.8%) in 69 agreements received adjustments in the 2.0 to 2.9 per cent range. Another 35 agreements provided 8,300 employees (18.4%) with wage adjustments in the 1.0 to 1.9 per cent range.

Among the 273 agreements settled in **MEDIUM** bargaining units, 12.4 per cent of employees (30,920) in 33 agreements received wage adjustments over 4.0 per cent. Wage adjustments in the 3.0 to 3.9 per cent range were negotiated for 96,570 employees (38.6%) in 105 agreements while 92,590 employees (37.0%) in 101 agreements received adjustments in the 2.0 to 2.9 per cent range. Another 24 agreements provided 20,800 employees (8.3%) with wage adjustments in the 1.0 to 1.9 per cent range.

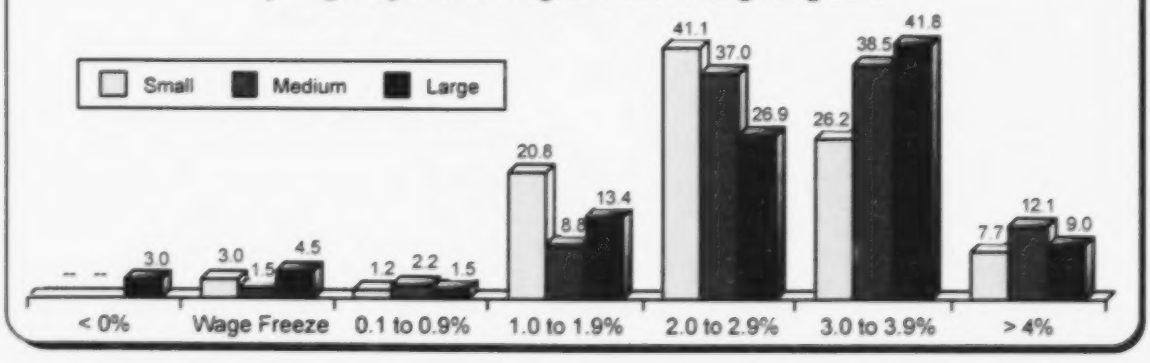
Among the 67 agreements settled in **LARGE** bargaining units, 6.5 per cent of employees (23,710) in six agreements received wage adjustments over 4.0 per cent. Wage adjustments in the 3.0 to 3.9 per cent range were negotiated for 154,260 employees (42.1%) in 28 agreements while 70,100 employees (19.1%) in 18 agreements received adjustments in the 2.0 to 2.9 per cent range. Another nine agreements provided 57,530 employees (15.7%) with wage adjustments in the 1.0 to 1.9 per cent range.

Highlights

Of 12 settlements reporting a wage freeze (42,370 employees), seven were in British Columbia affecting nearly 75 per cent of employees. The largest concentration of employees work for the provincial government (26,550 employees) and the University of British Columbia (3,500 employees). Two other major settlements reporting a wage freeze are: Air Canada (7,060 employees, system-wide) representing 16.7 per cent of employees and Canada Safeway Ltd. (3,100 employees, in Manitoba), representing 7.3 per cent of employees.

The Construction Management Bureau Ltd. in Mainland, Nova Scotia negotiated an agreement with the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada representing 200 plumbers and pipefitters. These employees received the highest wage adjustment of **11.3 per cent.** Four small bargaining units in Alberta averaged 5.7 per cent, two medium-size settlements in Quebec averaged 5.4 per cent followed by another small-size bargaining unit in Prince Edward Island with a wage adjustment of 5.0 per cent.

Distribution of 2003 Agreements by Wage Adjustment Range and Size of Bargaining Units



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN FEBRUARY 2004

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Manufacturing (5 agreements)					
Autoliv Electronics Canada Inc., production, Markham, Ont.	240	0.0	0.0	36	2007-01-12
Draxis Pharma Inc., plant and maintenance employees, Kirkland, Que.	170	3.6	3.5	60	2008-04-30
Industries A.P. inc., production, Laurier Station, Que.	230	2.5	2.2	48	2007-04-24
Lilydale Co-Operative Limited, plant and maintenance employees, Abbotsford, B.C.	140	1.0	1.2	36	2006-06-30
Tower Automotive, plant and maintenance employees, Toronto, Ont.	170	2.3	2.0	36	2007-02-23
Transportation (1 agreement)					
Laidlaw Transit Ltd. (Cumberland Branch), bus drivers, Ottawa, Ont.	190	2.0	2.0	24	2005-06-30
Public Administration (1 agreement)					
Halton Regional Police Services Board, office employees, Halton County, Ont.	160	3.8	4.0	36	2005-12-31

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at *1-800-567-6866*
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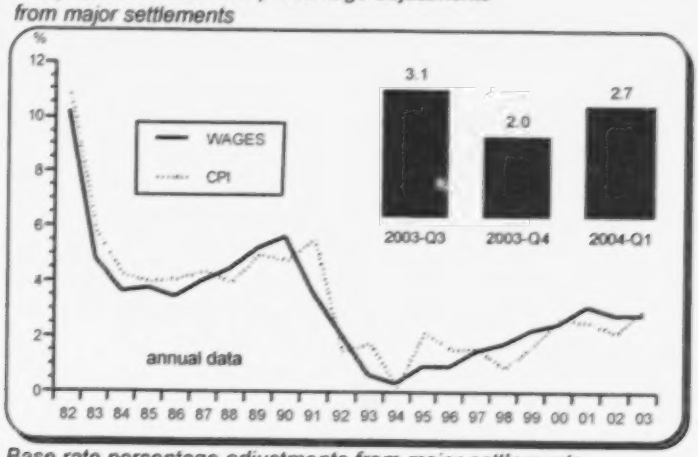
Workplace Information / Information sur les milieux de travail

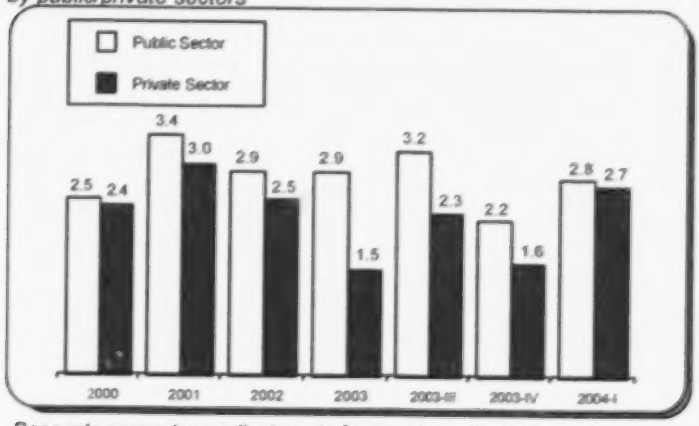
The Wage Settlements Bulletin

May 2004
Volume 15, Issue 5

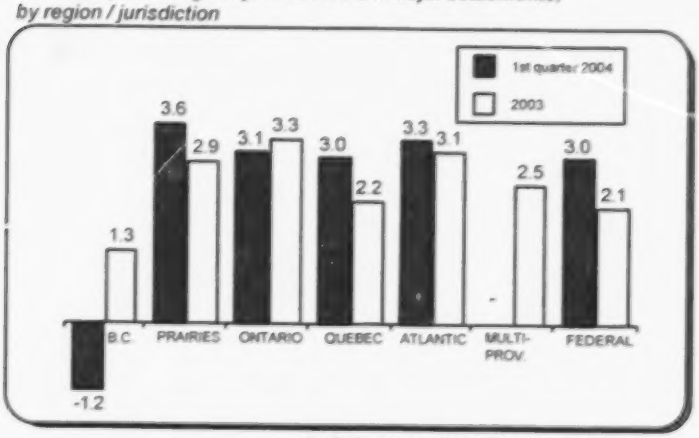
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for the First Quarter 2004

Major collective bargaining settlements reached in **the first quarter 2004** provided base rate wage increases averaging **2.7 per cent** annually over the term of the contracts, up from 2.0 per cent in the previous quarter and up fractionally from the average of 2.6 per cent for the year 2003. The first quarter 2004 results are based on a review of 72 settlements with a coverage of 139,300 employees.

When the parties to these first quarter settlements previously negotiated, the resulting wage adjustments averaged 3.6 per cent, higher than in their current settlements. Contract duration in the first quarter 2004 averaged 28.8 months, compared to 31.7 months in the previous round of settlements.

Average wage increases in the public sector were a fraction higher than those in the private sector. The **public-sector** wage increases averaged **2.8 per cent** for 100,630 employees in 50 settlements. The **private-sector** average for 38,670 employees in 22 agreements was **2.7 per cent**.

On a regional/jurisdictional basis, Alberta posted the largest wage gain in the first quarter, at 3.7 per cent. The smallest average wage adjustment was recorded in British Columbia at - 1.2 per cent; this was due to a wage cut of 4.1 per cent for 13,500 workers with the Health Employers Association of British Columbia. Excluding this B.C. health sector agreement, the remaining 71 agreements across Canada averaged 3.2 per cent in the first quarter (compared to the aggregate figure of 2.7 per cent). In the Federal jurisdiction wage adjustments averaged 3.0 per cent.

Canada

Wage Data for March 2004

Base-rate wage adjustments from major collective bargaining settlements reached in **March 2004** averaged **2.3 per cent** annually over the contract term, down from the 3.1 per cent average in the previous month and the 2.6 per cent annual figure for 2003 as a whole. The results for March 2004 are based on a review of 33 settlements covering 73,860 employees.

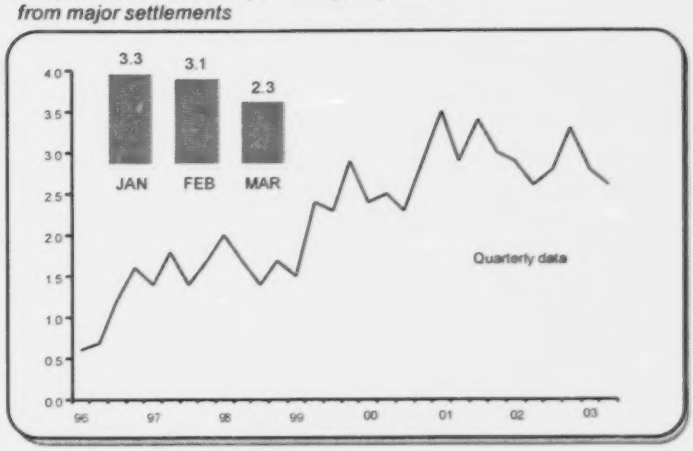
When the parties to these settlements previously negotiated, contract duration averaged 32.2 months and the resulting wage adjustments averaged 3.8 per cent, compared to the 2.3 per cent in their current round of settlements and average contract duration of 24.7 months.

The majority of employees (almost 70 per cent) in March settlements received wage increases in the 3.0 to 3.9 per cent range.

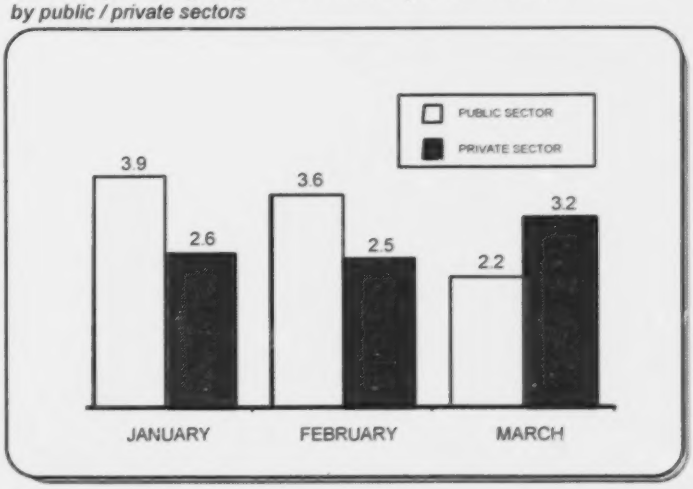
Wage gains in March were lower in the **public sector (2.2 per cent)** than in the **private sector (3.2 per cent)**. The majority of agreements (81.8%) and employees (88.5%) were in the public sector. The relatively smaller public sector figure was brought about by the Health Employers Association of British Columbia settlement (mentioned previously) providing 13,500 employees with a wage cut of 4.1 per cent; excluding this health sector agreement, the remaining public-sector settlements in March averaged 3.4 per cent.

On a regional/jurisdictional basis, average wage adjustments in March were largest in Quebec, at 4.1 per cent (lecturers at Laval University received wage gains of 6.3 per cent). Wage adjustments were smallest in British Columbia at -2.1 per cent. The largest concentration of agreements (51.5%) and employees (36.3%) were in the Prairie provinces; wage settlements here averaged 3.4 per cent. The remaining average wage increases for various jurisdictions are itemized in the adjoining chart.

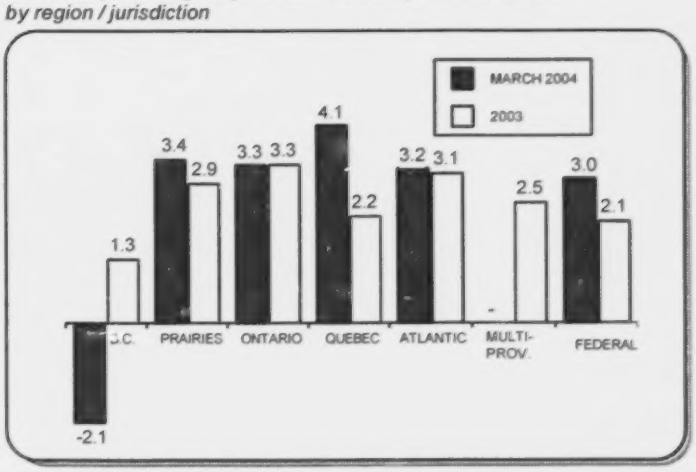
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors

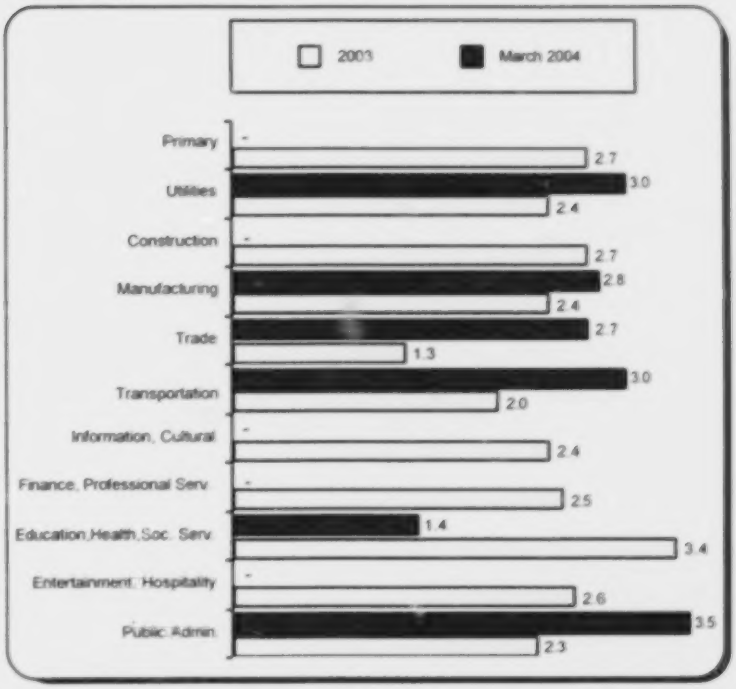


Base rate percentage adjustments from major settlements, by region / jurisdiction

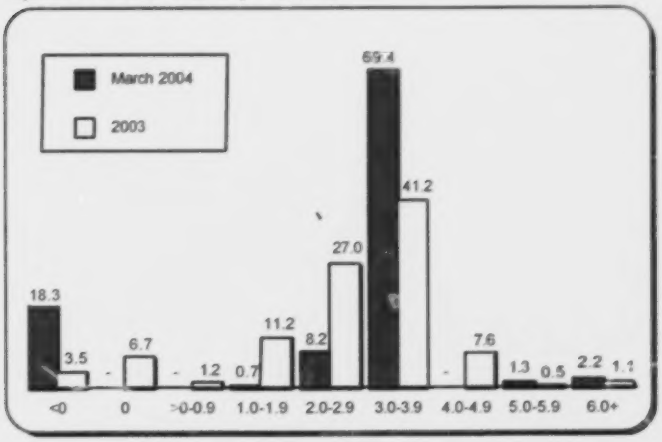


On an industry basis, the largest average increase was in the **public administration** sector at **3.5 per cent** (19,130 employees in 8 agreements). The largest concentration of employees (48.3% of all employees) and the smallest average increase was recorded in **education, health and social services**; 17 agreements provided 35,710 employees with wage increases averaging **1.4 per cent**. In both the **utilities** sector (2 agreements, 3,000 employees) and the **transportation** sector (3 agreements, 13,710 employees), wage increases averaged **3.0 per cent**. In **manufacturing** (2 agreements, 1,360 employees), wage increases averaged **2.8 per cent** and in **trade** (1 agreement, 950 employees), **2.7 per cent.**

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, March 2004

	Agreements	Employees
Atlantic Provinces	1	640
Quebec	3	4,200
Ontario	8	15,000
Prairie Provinces	17	26,810
British Columbia	1	13,500
Multiprovince	-	-
Federal	3	13,710

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	2001	2002	2003	2003				2004	2004		
				1	2	3	4	1	Jan	Feb	Mar
All Industries/Jurisdictions											
Average Annual Adjustment	3.2	2.8	2.6	2.8	2.5	3.1	2.0	2.7	3.3	3.1	2.3
Non-COLA	3.2	2.8	2.6	2.8	2.5	3.3	2.0	2.6	3.4	2.8	2.3
COLA	3.3	3.6	2.5	1.9	2.6	2.9	2.1	3.8	2.3	3.9	4.4
First Year Adjustment	3.5	3.0	2.5	3.0	2.4	3.3	1.8	2.8	3.7	3.3	2.1
Non-COLA	3.4	2.9	2.6	3.1	2.4	3.6	1.9	2.6	3.8	2.9	2.1
COLA	3.7	4.2	2.2	1.6	1.6	2.8	1.6	4.2	2.1	4.5	4.4
Industries											
Primary	2.6	2.1	2.7	1.5	3.8	-	-	3.0	3.7	2.8	-
Utilities	2.5	2.4	2.4	3.9	2.2	2.4	2.4	3.2	3.0	4.0	3.0
Construction	3.2	1.2	2.7	-	2.4	1.8	3.5	2.6	3.4	2.5	-
Manufacturing	2.6	3.5	2.4	2.4	2.5	2.3	2.6	2.3	2.2	2.1	2.8
Wholesale and Retail Trade	1.6	1.8	1.3	-	1.0	3.1	1.3	2.7	-	-	2.7
Transportation	2.9	2.4	2.0	2.5	0.4	2.9	2.5	2.9	2.3	-	3.0
Information and Cultural Industries	3.2	3.0	2.4	1.4	2.9	3.0	2.8	2.7	2.7	-	-
Finance, Management Services	2.0	2.1	2.5	2.3	2.0	2.5	3.1	-	-	-	-
Education, Health, Social Services	3.5	3.0	3.4	2.9	3.4	4.3	3.6	2.4	4.1	3.7	1.4
Entertainment,Hospitality Industry	4.0	2.5	2.6	2.8	3.3	1.8	2.6	-	-	-	-
Public Admininistration	3.1	2.6	2.3	2.7	2.9	3.0	1.2	3.4	2.8	3.4	3.5
Jurisdictions											
Newfoundland and Labrador	5.0	6.6	3.1	3.0	-	5.0	2.2	-	-	-	-
Prince Edward Island	3.1	4.9	3.2	3.6	-	-	3.0	3.2	-	-	3.2
Nova Scotia	3.7	2.4	3.3	3.4	3.1	3.3	2.0	3.3	3.9	1.3	-
New Brunswick	3.4	2.7	2.8	2.3	3.8	-	2.9	3.4	3.4	-	-
Quebec	2.7	2.1	2.2	1.7	2.5	1.9	2.3	3.0	2.9	0.8	4.1
Ontario	2.9	3.0	3.3	3.0	3.5	3.7	2.9	3.1	3.8	2.8	3.3
Manitoba	2.4	4.0	2.8	3.0	2.0	3.8	2.7	3.2	3.0	-	3.2
Saskatchewan	2.9	4.0	3.0	3.6	2.6	3.1	-	-	-	-	-
Alberta	5.1	4.5	3.0	3.5	2.5	3.3	3.6	3.7	-	4.3	3.4
British Columbia	3.3	1.9	1.3	2.3	1.5	2.5	0.8	-1.2	2.2	3.3	-2.1
Multi-Province	3.0	3.3	2.5	-	2.7	1.8	2.5	-	-	-	-
Federal Jurisdiction	3.0	2.7	2.1	2.1	0.8	3.1	3.0	3.0	2.5	3.3	3.0
Public Sector	3.4	2.9	2.9	2.9	3.1	3.2	2.2	2.8	3.9	3.6	2.2
Private Sector	3.0	2.5	1.5	2.4	0.8	2.3	1.6	2.7	2.6	2.5	3.2
Consumer Price Index	2.6	2.2	2.8	4.5	2.8	2.1	1.7	0.9	1.2	0.7	0.7

Data for the month of March are preliminary.

MAJOR SETTLEMENTS REACHED IN MARCH 2004

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Utilities (2 agreements)	**3,000**	**3.0**	**3.0**	**12.0**	
Ontario Power Generation Inc., scientific and other professionals, province-wide, Ont.	900	3.0	3.0	12.0	2004-12-31
Ontario Power Generation Inc., scientific and other professionals, province-wide, Ont.	2,100	3.0	3.0	12.0	2004-12-31
Manufacturing (2 agreements)	**1,360**	**2.8**	**2.5**	**36.0**	
Camco inc., production, Montréal, Que.	800	3.1	3.0	36.0	2007-03-04
Hershey Canada Inc., plant and maintenance employees, Smiths Falls, Ont.	560	2.4	1.7	36.0	2007-01-31
Wholesale and Retail Trade (1 agreement)	**950**	**2.7**	**1.9**	**36.0**	
Great Atlantic & Pacific Company of Canada, Limited, grocery distribution centre employees, Toronto, Ont.	950	2.7	1.9	36.0	2006-10-11
Transportation (3 agreements)	**13,710**	**3.0**	**3.0**	**43.4**	
Canadian National Railway Company, office employees, System-Wide (excl. Nfld.)	2,430	3.0	3.0	36.0	2006-12-31
Canadian National Railway Company, shopcraft employees, System-Wide	2,780	3.0	3.0	36.0	2006-12-31
Purolator Courier Limited, couriers, Canada-Wide	8,500	3.0	3.0	48.0	2007-12-31
Education, Health and Social Services (17 agreements)	**35,710**	**1.4**	**1.0**	**24.0**	
Black Gold Regional Division No. 18, elementary and secondary teachers, Nisku, Alta.	510	2.1	2.1	12.0	2003-08-31
Calgary Laboratory Services (CLS), health service employees, Calgary, Alta.	950	5.5 *	5.5	36.0	2005-06-30
Calgary Roman Catholic Separate School District No. 1, support employees, Calgary, Alta.	1,360	3.2	3.0	60.0	2007-08-31
College Compensation and Appointments Council, academic staff, province-wide, Ont.	8,600	3.7	3.5	24.0	2005-08-31
Dufferin-Peel Catholic District School Board, educational services, Mississauga and area, Ont.	500	1.5	1.5	7.0	2004-09-30
Elk Island Public Schools Regional Division No. 14, elementary and secondary teachers, Elk Island, Alta.	950	2.0	2.0	12.0	2004-08-31
Government of Alberta, health and social care professionals, province-wide, Alta.	560	3.5	3.5	12.0	2004-08-31
Government of Alberta, health services employees, province-wide, Alta.	1,190	3.5	3.5	12.0	2004-08-31
Hamilton-Wentworth Catholic District School Board, educational services, Hamilton, Ont.	640	3.0	3.0	24.0	2005-08-31
Health Authorities of Prince Edward Island, administrative services employees, province-wide, P.E.I.	640	3.2	4.0	36.0	2006-03-31
Health Employers Association of British Columbia, non-medical employees, province-wide, B.C.	13,500	-2.1	-4.1	24.0	2006-03-31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

MAJOR SETTLEMENTS REACHED IN MARCH 2004 (cont'd)

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Laval University, lecturers, Québec, Que.	1,600	6.3	15.3	36.0	2006-04-30
Pembina Trails School Division, elementary and secondary teachers, Winnipeg, Man.	1,010	3.0	3.0	24.0	2004-06-30
Red Deer Public School District No. 104, elementary and secondary teachers, Red Deer, Alta.	520	2.5	2.5	12.0	2004-08-31
Seven Oaks School Division No.10, elementary and secondary teachers, Seven Oaks, Man.	630	3.0	3.0	24.0	2005-06-30
University of Quebec in Montreal, admin. employees, Montréal, Que.	1,800	2.6	2.6	6.0	2004-11-30
York Catholic District School Board, office employees, Aurora, Ont.	750	2.5	2.5	24.0	2005-08-31
Public Administration (8 agreements)	**19,130**	**3.5**	**3.5**	**13.0**	
City of Winnipeg, police officers, Winnipeg, Man.	1,550	3.4	3.5	24.0	2004-12-23
Government of Alberta (# 2 Admin.& Program Serv.), administrative and program services, province-wide, Alta.	2,860	3.5	3.5	12.0	2004-08-31
Government of Alberta, administrative and support employees, province-wide, Alta.	7,060	3.5	3.5	12.0	2004-08-31
Government of Alberta, correctional officers, province-wide, Alta.	2,070	3.5	3.5	12.0	2004-08-31
Government of Alberta, general trades, province-wide, Alta.	580	3.5	3.5	12.0	2004-08-31
Government of Alberta, natural resource conservation, province-wide, Alta.	850	3.5	3.5	12.0	2004-08-31
Government of Alberta, social workers, province-wide, Alta.	2,670	3.5	3.5	12.0	2004-08-31
Government of Alberta, technical employees, province-wide, Alta.	1,490	3.5	3.5	12.0	2004-08-31
Agreements with COLA (2 agreements)	**1,750**	**4.4 ***	**4.4**	**36.0**	
Agreements without COLA (31 agreements)	**72,110**	**2.3**	**2.1**	**24.4**	
All Agreements (33 agreements)	**73,860**	**2.3**	**2.1**	**24.7**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	113,390	B/CO/ARB	May02-Jan.04
•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	B/CO	Dec.02-Sept.03
•Canada Revenue Agency	PSAC and PIPSC	41,480	B/CO	Oct. 03/Dec.03
•Abitibi Consolidated (N.-L., Que., Ont.)	CEP	4,830	B	April 04
•Government of Newfoundland and Labrador Health Boards Assn.	nurses	5,000	B	June 04
•Government of Nova Scotia	CUPE (public works)	1,600	ARB	Oct. 02
•Capital District Health (N.S.)	NSGEU	7,800	B	Oct. 03
•Nova Scotia Health Organizations	CUPE	3,000	B	Mar. 04
•Nova Scotia Power Inc.	IBEW	1,000	CO	Mar. 03
•Government of New Brunswick	CUPE (health)	5,800	CO	June 03
•Government of New Brunswick	nurses	5,000	CO	Dec. 03
•Government of New Brunswick	teachers	7,600	B	Feb. 04
•Government of Prince-Edward-Island	teachers	1,500	B	June 04
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	CO/WS	various
•Government of Quebec	various unions	323,470	B	June 02/ 03
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	8,770	B/ARB	April 02
•GO Transit (Ont.)	ATU	780	MED	July 03
•Ontario Nursing Homes	SEIU	3,200	B	Dec. 03
•Ontario Construction	various unions	80,000	B	April 04
•Manitoba Construction	various unions	1,600	B	April 04
•Regional Health Authorities of Manitoba	CUPE	11,000	B	June 04
•Government of Saskatchewan	Sask. Govt. and Gen. Empls. Union	9,860	B	Aug. 03
•Saskatchewan Assn. of Health Orgs.	various unions	24,530	B	Mar. 04
•Sask Power	IBEW	1,340	B/MED	Dec. 03
•Alberta Boards of Education/Trustees (Calgary and Edmonton)	ATA	13,360	B	Aug. 03
•Health Authorities of Alberta	various unions	29,500	B/MED	Mar. 03/04
•Alberta Construction	various unions	20,000	B/MED	April 03
•TELUS (B.C. and Alta.)	TWU	10,500	ARB	Dec. 00
•Vancouver and other cities	various unions	4,000	B/MED	Dec. 02
•B.C. Forest Industry	IWA-Canada	15,000	B/MED	June 03
•B.C. Ferry Corp.	B.C. Ferry and Marine Workers	4,400	B/ARB	Dec. 03
•Health Employers of British Columbia	various unions	84,000	B/ARB	Mar. 04
•B.C. Construction	various unions	26,160	B	April 04
•B.C. Public School Employers' Assn.	teachers	45,000	B	June 04
•Government of Nunavut	PSAC	1,750	TENT	Mar. 03
•CP / CN / VIA Rail	various unions	1,730	B/CO	Dec. 02/ 03
•Pipeline Contractors	Labourers, Oper. Eng.	4,000	TENT	April 03
•Bell Canada	CEP	7,200	CO	Nov. 03

Status*:

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	MWS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

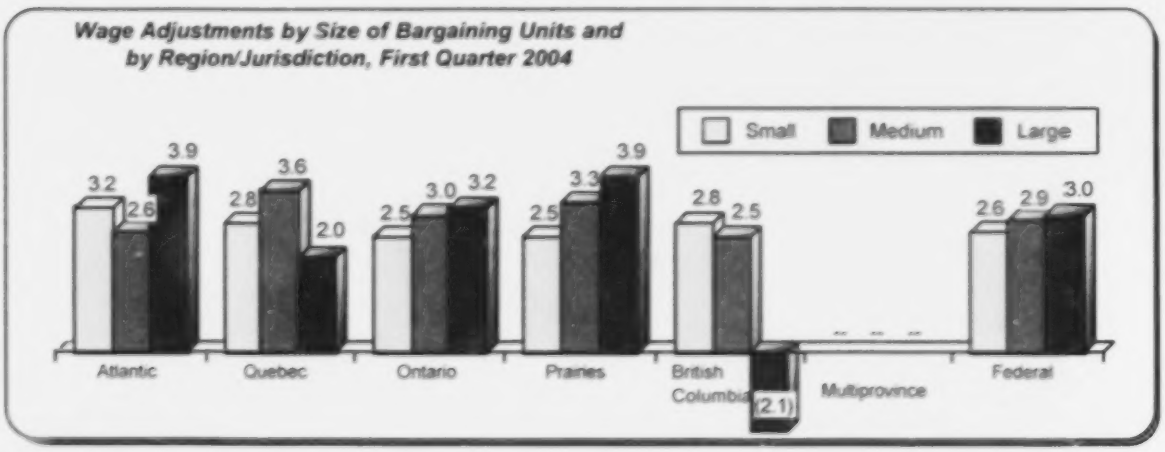
Wage Data for the First Quarter 2004 for Small, Medium and Large Bargaining Units

Among the 98 collective bargaining settlements reached in the first quarter of 2004, 26 settlements were in small bargaining units (between 100 and 499 employees), 55 were in medium bargaining units (500 to 1,999 employees), and 17 were in large bargaining units with 2,000 employees or more.

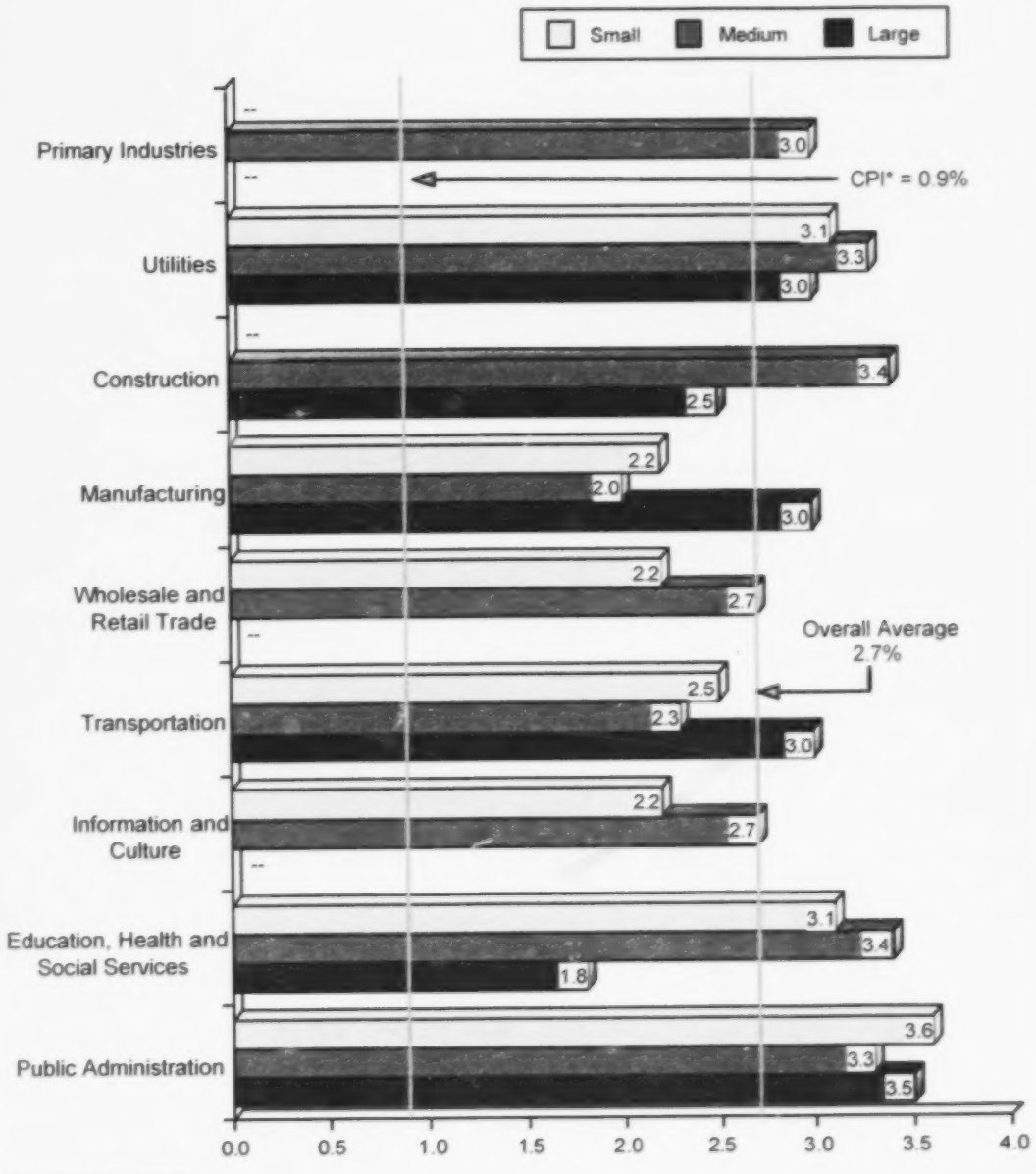
SMALL bargaining units reported an average increase of **2.7 per cent.** Public sector settlements provided an average increase of **3.2 per cent,** much higher than the **private-sector** wage adjustment of **2.3 per cent.** On an industry basis, the **public administration** sector had the highest wage adjustment at **3.6 per cent** while **wholesale and retail trade**, **manufacturing** and **information and culture** sectors reported the lowest average at **2.2 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.2 per cent** in the **Atlantic Provinces** to a low of **2.2 per cent** in **Manitoba**.

MEDIUM bargaining units reported a first quarter average wage increase of **3.1 per cent. Public sector** settlements resulted in an average increase of **3.3 per cent,** compared to the **private sector** figure of **2.7 per cent.** On an industry basis, the **education, health and social services** and the **construction** sectors had the highest wage adjustment at **3.4 per cent** while **manufacturing** reported the lowest average at **2.0 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.6 per cent** in **Quebec** to a low of **2.5 per cent** in **British Columbia**.

LARGE bargaining units reported a wage increase of **2.5 per cent.** Settlements in the **public sector** provided an average increase of **2.5 per cent** while the **private sector** resulted in an average increase of **2.7 per cent.** On an industry basis, the **public administration** sector had the highest wage adjustment at **3.5 per cent** while the **education, health and social services** sector reported the lowest increase at **1.8 per cent.** On a regional/jurisdictional basis, average adjustments ranged from a high of **3.9 per cent** in the **Prairies** and the **Atlantic Provinces** to a low of **minus 2.1 per cent** in **British Columbia** caused by an agreement signed in March 2004 by the Health Employers Association of British Columbia resulting in a wage reduction of 2.1 per cent for 13,500 employees.



Percentage Wage Adjustments
by Size of Bargaining Units and by Industry
First Quarter 2004



* Per cent change from the same period last year.

SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN MARCH 2004

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Utilities (1 agreement)					
TransAlta Utilities Corporation, plant and maintenance employees, province-wide, Alta.	480	3.5	3.5	24.0	2005-12-31
Manufacturing (4 agreements)					
Crossley Carpet Mills Limited, plant and maintenance employees, Truro, N.S.	260	3.2	3.0	36.0	2006-06-30
Moduline Industries (Canada) Ltd., production, Penticton, B.C.	150	2.0	2.0	48.0	2007-11-30
Noma Cable Tech, Division of Noma Inc., production, Stouffville, Ont.	200	1.0	1.0	36.0	2007-02-28
Parmalat Dairy and Bakery Inc., production, Brampton, Ont.	150	3.5	3.6	36.0	2007-04-05
Wholesale and Retail Trade (1 agreement)					
9001-4986 Québec inc. (Marché St-Joseph), retail employees, Montréal, Que.	110	2.2	3.0	76.0	2010-03-13
Education, Health and Social Services (2 agreements)					
Greater Essex County District School Board, office and technicians employees, Windsor, Ont.	250	3.0	3.0	30.0	2006-02-28
Toronto French School, elementary and secondary teachers, Metropolitan Toronto, Ont.	140	2.8	2.6	36.0	2005-08-31
Public Administration (2 agreements)					
City of Coquitlam, firefighters, Coquitlam, B.C.	130	3.3*	3.8	48.0	2006-12-31
House of Commons, operating employees, Ottawa, Ont.	270	3.8	5.3	36.0	2006-04-20

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
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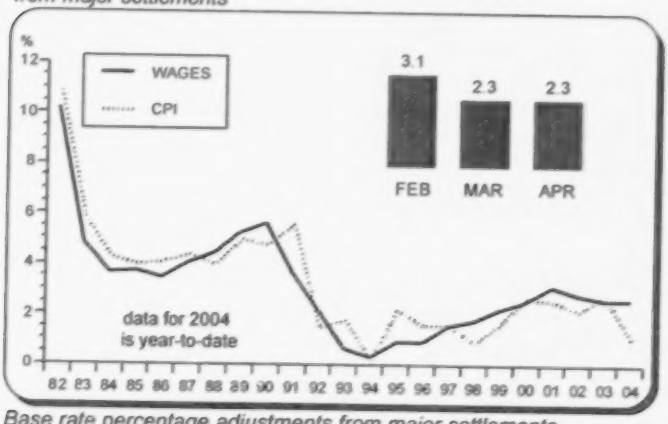
Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

Workplace Information
Information sur les milieux de travail

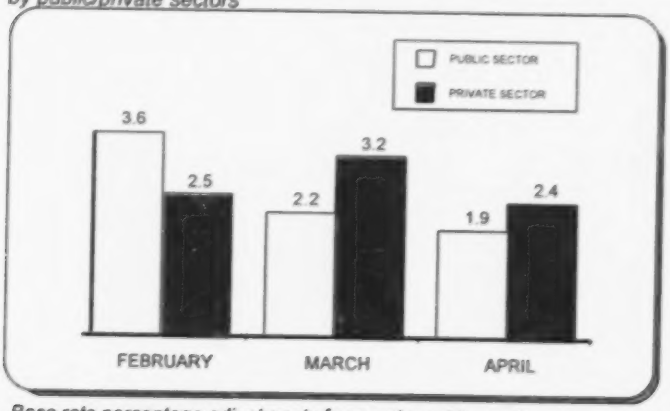
The Wage Settlements Bulletin

June 2004
Volume 15, Issue 6

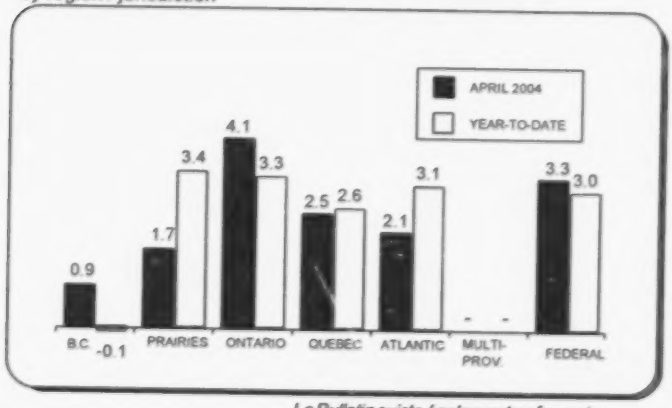
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for April 2004

Major collective bargaining settlements reached in **April 2004** provided base rate wage increases averaging **2.3 per cent** annually over the term of the contracts, the same as in the previous month and down slightly from the average of 2.6 per cent for the year 2003. The April 2004 results are based on a review of 26 settlements with a coverage of 112,100 employees.

When the parties to these April settlements previously negotiated, the resulting wage adjustments averaged 2.9 per cent, higher than in their current settlements. Contract duration in April 2004 averaged 35.9 months, compared to 37.0 months for the previous settlements.

Four settlements in the Quebec construction industry had a large impact on April data; 79,910 employees (71.3 per cent of the total coverage for April) recorded increases averaging 2.5 per cent.

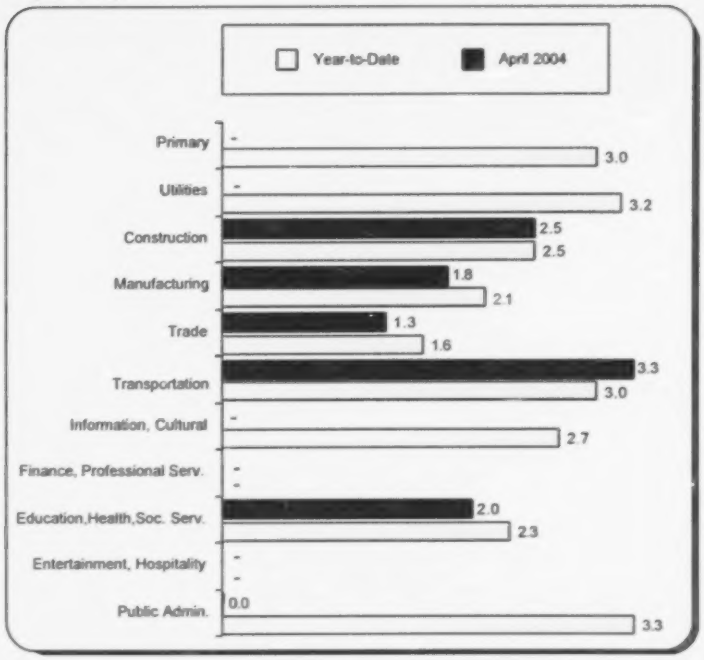
Average wage increases in the private sector were higher than those in the public sector. Wage increases for 89,090 employees in 14 **private-sector** agreements averaged **2.4 per cent**. **Public-sector** wage adjustments averaged **1.9 per cent** for 23,010 employees in 12 agreements. The largest concentration of employees (79.5 per cent) was in the private sector.

On a regional/jurisdictional basis, Ontario posted the largest wage gain in April, at 4.1 per cent. The smallest average wage adjustment was recorded in British Columbia at 0.9 per cent; the largest concentration of employees (73% of all employees) was in Quebec where wage increases averaged 2.5 per cent. In the Federal jurisdiction wage adjustments averaged 3.3 per cent. In the Atlantic provinces wage increases averaged 2.1 per cent and in the Prairies, 1.7 per cent.

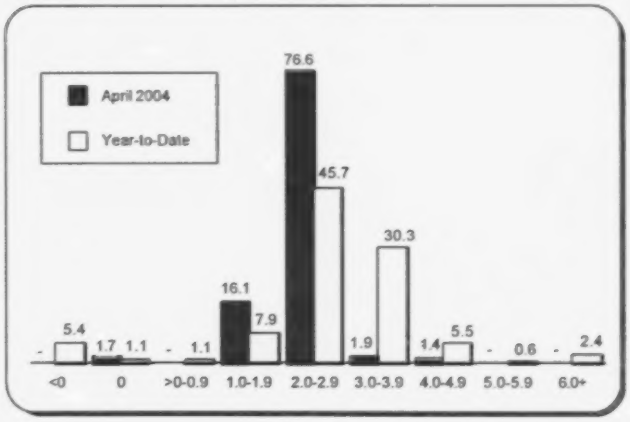
Canada

On an industry basis, the largest average increase was in the **transportation** sector at **3.3 per cent** (1,620 NAV CANADA employees in 2 agreements). The smallest average adjustment was a wage freeze recorded in a single **public administration** agreement (Government of British Columbia scientific group); the largest concentration of employees (72.5% of all employees) was in **construction** and wage increases in 6 agreements averaged **2.5 per cent**. In the **education, health and social services** sector (11 agreements, 21,760 employees) wage increases averaged **2.0 per cent**. In **manufacturing** (5 agreements, 3,080 employees), wage increases averaged **1.8 per cent** and in **trade** (1 agreement, 3,100 employees), **1.3 per cent.**

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, April 2004

	Agreements	Employees
Atlantic Provinces	2	1,230
Quebec	7	81,810
Ontario	8	5,960
Prairie Provinces	4	5,230
British Columbia	3	16,250
Multiprovince	-	-
Federal	2	1,620

WAGE ADJUSTMENT FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustment in base rates)

	2001	2002	2003	2003				2004	Year to	2004		
				1	2	3	4	1	Date	Feb	Mar	Apr
All Industries/Jurisdictions												
Average Annual Adjustment	3.2	2.8	2.6	2.8	2.5	3.1	2.0	2.7	2.6	3.1	2.3	2.3
Non-COLA	3.2	2.8	2.6	2.8	2.5	3.3	2.0	2.6	2.5	2.8	2.3	2.3
COLA	3.3	3.5	2.5	1.9	2.5	2.9	2.1	3.8	3.5	3.9	4.4	1.9
First Year Increase	3.5	3.0	2.5	3.0	2.4	3.3	1.8	2.8	1.7	3.3	2.1	0.4
Non-COLA	3.4	2.9	2.6	3.1	2.4	3.6	1.9	2.6	1.6	2.9	2.1	0.4
COLA	3.7	4.2	2.2	1.8	1.6	2.8	1.6	4.2	3.8	4.5	4.4	2.1
Industries												
Primary	2.6	2.1	2.7	1.5	3.8	-	-	3.0	3.0	2.8	-	-
Utilities	2.5	2.4	2.4	3.6	2.2	2.4	2.4	3.2	3.2	4.0	3.0	-
Construction	3.2	1.2	2.7	-	2.4	1.8	3.5	2.6	2.5	2.5	-	2.5
Manufacturing	2.6	3.5	2.4	2.4	2.4	2.3	2.6	2.3	2.1	2.1	2.8	1.8
Wholesale and Retail Trade	1.6	1.8	1.3	-	1.0	3.1	1.3	2.7	1.6	-	2.7	1.3
Transportation	2.9	2.4	2.0	2.5	0.4	2.9	2.5	2.9	3.0	-	3.0	3.3
Information and Cultural Industries	3.2	3.0	2.4	1.4	2.9	3.0	2.8	2.7	2.7	-	-	-
Finance, Management Services	2.0	2.1	2.5	2.3	2.0	2.5	3.1	-	-	-	-	-
Education, Health, Social Services	3.5	3.0	3.4	2.9	3.4	4.3	3.6	2.4	2.3	3.7	1.4	2.0
Entertainment,Hospitality Industry	4.0	2.5	2.6	2.8	3.3	1.8	2.6	-	-	-	-	-
Public Administration	3.1	2.6	2.3	2.7	2.9	3.0	1.2	3.4	3.3	3.4	3.5	0.0
Jurisdictions												
Newfoundland and Labrador	5.0	6.6	3.1	3.0	-	5.0	2.2	-	-	-	-	-
Prince Edward Island	3.1	4.9	3.2	3.6	-	-	3.0	3.2	3.2	-	3.2	-
Nova Scotia	3.7	2.4	3.3	3.4	3.1	3.3	2.0	3.3	3.1	1.3	-	2.0
New Brunswick	3.4	2.7	2.8	2.3	3.8	-	2.9	3.4	3.0	-	-	2.1
Quebec	2.7	2.1	2.2	1.7	2.5	1.9	2.3	3.0	2.6	0.8	4.1	2.5
Ontario	2.9	3.0	3.3	3.0	3.5	3.7	2.9	3.1	3.3	2.8	3.3	4.1
Manitoba	2.4	4.0	2.8	3.0	2.0	3.8	2.7	3.2	2.4	-	3.2	1.8
Saskatchewan	2.9	4.0	3.0	3.6	2.6	3.1	-	-	2.2	-	-	2.2
Alberta	5.1	4.5	3.0	3.5	2.5	3.3	3.6	3.7	3.7	4.3	3.4	2.0
British Columbia	3.3	1.9	1.3	2.3	1.5	2.5	0.8	-1.2	-0.1	3.3	-2.1	0.9
Multiprovince	3.0	3.3	2.5	-	2.7	1.8	2.5	-	-	-	-	-
Federal Jurisdiction	3.0	2.7	2.1	2.1	0.8	3.1	3.0	3.0	3.0	3.3	3.0	3.3
Public Sector	3.4	2.9	2.9	2.9	3.1	3.2	2.2	2.8	2.6	3.6	2.2	1.9
Private Sector	3.0	2.5	1.5	2.4	0.8	2.3	1.6	2.7	2.5	2.5	3.2	2.4
Consumer Price Index	2.6	2.2	2.8	4.5	2.8	2.1	1.7	0.9	1.1	0.7	0.7	1.6

Data for the month of April are preliminary.

MAJOR SETTLEMENTS REACHED IN APRIL 2004

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Construction (6 agreements)	**81,290**	**2.5**	**0.0**	**36**	
Association de la construction du Québec, construction trades, province-wide, Que.	39,330	2.5	0.0	36	2007-04-30
Association de la construction du Québec, construction trades, province-wide, Que.	11,380	2.5	0.0	36	2007-04-30
Association des constructeurs de routes et grands travaux du Qué., construction trades, province-wide, Que.	11,190	2.5	0.0	36	2007-04-30
Association of Provincial Housing Contractors of Quebec, construction trades, prov.-wide, Que.	18,010	2.5	0.0	36	2007-04-30
Independent Plumbing and Heating Contractors' Association, plumbers and pipefitters, Toronto, Ont.	720	3.1	3.3	36	2007-04-30
Metropolitan Plumbing and Heating Contractors Association, plumbers and pipefitters, Toronto, Ont.	660	2.7	2.5	36	2007-04-30
Manufacturing (5 agreements)	**3,080**	**1.8**	**1.8**	**42.1**	
Gencorp Canada Inc., plant and maintenance employees, Welland, Ont.	700	2.2*	2.2	36	2007-05-31
Island Fishermen's Co-operative Association Ltd., plant and maintenance employees, Lameque, N.B.	530	2.1	2.0	42	2006-08-28
Lear Corporation, plant and maintenance employees, Ajax, Ont.	560	2.4*	2.5	36	2007-04-27
Nortel Networks, production,technical and maintenance empls., Montreal, Que.	640	0.0*	0.0	36	2007-03-05
Weyerhaeuser Saskatchewan Ltd., plant and maintenance employees, Prince Albert, Sask.	650	2.2	2.5	60	2008-05-31
Wholesale and Retail Trade (1 agreement)	**3,100**	**1.3**	**0.0**	**54**	
Westfair Foods Ltd., retail employees, province-wide, Man.	3,100	1.3	0.0	54	2008-09-30
Transportation (2 agreements)	**1,620**	**3.3**	**3.3**	**47.4**	
NAV CANADA, electronic technicians, Canada-Wide	770	2.7	2.5	60	2005-08-31
NAV CANADA, radio operators, Canada-Wide	850	4.0	4.0	36	2004-04-30
Education, Health and Social Services (11 agts.)	**21,750**	**2.0**	**1.5**	**31.9**	
Community Social Services Employers Association, health and social care professionals, prov.-wide, B.C.	6,000	1.0	0.0	36	2006-03-31
Community Social Services Employers Association, health professional employees, province-wide, B.C.	9,000	1.0	0.0	36	2006-03-31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

MAJOR SETTLEMENTS REACHED IN APRIL 2004 (cont'd)

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Halifax Regional School Board, educational services, Halifax, N.S.	700	2.0	2.0	36	2006-07-31
Queen's University, professors, Kingston, Ont.	860	3.3	3.3	12	2005-04-30
Red River College, lecturers, Winnipeg, Man.	980	2.7 *	3.0	36	2006-06-23
Toronto Catholic District School Board, custodial, Toronto, Ont.	850	6.1	6.1	12	2004-08-31
Toronto Catholic District School Board, educational services, Toronto, Ont.	1,070	6.1	6.1	12	2004-08-31
Toronto Catholic District School Board, office employees, Toronto, Ont.	540	6.1	6.1	12	2004-08-31
Université du Québec en Outaouais, lecturers, Hull, Que.	560	3.9	5.5	42	2006-11-30
Université du Québec à Chicoutimi, lecturers, Chicoutimi, Que.	700	4.5	8.7	36	2006-12-31
Wolf Creek School Division No. 72, elementary and secondary teachers, Ponoka, Alta.	500	2.0	2.0	12	2004-08-31
Public Administration (1 agreement)	**1,250**	**0.0**	**0.0**	**24**	
Government of British Columbia, scientific and other professionals, province-wide, B.C.	1,250	0.0	0.0	24	2006-03-31
Agreements with COLA (4 agreements)	**2,880**	**1.9 ***	**2.1**	**36**	
Agreements without COLA (22 agreements)	**109,220**	**2.3**	**0.4**	**35.9**	
All Agreements (26 agreements)	**112,100**	**2.3**	**0.4**	**35.9**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	112,830	B/CO/ARB	May02-Apr.04
•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	B/CO	Dec.02-Sept.03
•Canada Revenue Agency	PSAC and PIPSC	41,480	B/CO	Oct. 03/Dec.03
•Abitibi Consolidated (N.-L., Que., Ont.)	CEP	4,830	B	April 04
•Government of Newfoundland and Labrador Health Boards Assn.	nurses	5,000	B	June 04
•Government of Nova Scotia	CUPE (public works)	1,600	PCB	Oct. 02
•Capital District Health (N.S.)	NSGEU	7,800	B	Oct. 03
•Nova Scotia Health Organizations	CUPE	3,000	B	Mar. 04
•Government of New Brunswick	CUPE (health)	5,800	CO	June 03
•Government of New Brunswick	nurses	5,000	CO	Dec. 03
•Government of New Brunswick	teachers	7,600	CO	Feb. 04
•Government of Prince-Edward-Island	teachers	1,500	B	June 04
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	CO/WS	various
•Government of Quebec	various unions	323,470	B	June 02/ 03
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	B	Dec. 02
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•Bruce Power (Ont.)	CUPE	2,750	B	Dec. 03
•Algoma Steel Inc. (Ont.)	Steelworkers	3,780	CO	July 04
•City of Hamilton	CUPE	2,010	B	Dec. 03
•Ontario Construction	various unions	32,020	B/PCB/TENT	April 04
•Manitoba Construction	various unions	1,700	B/TENT	April 04
•Regional Health Authorities of Manitoba	CUPE	11,000	B	June 04
•Government of Saskatchewan	Sask. Govt. and Gen. Empls. Union	9,860	B	Aug. 03
•Saskatchewan Assn. of Health Orgs.	various unions	24,530	B	Mar. 04
•Sask Power	IBEW	1,340	B/MED	Dec. 03
•Alberta Boards of Education/Trustees (Calgary and Edmonton)	ATA	13,360	B	Aug. 03
•Health Authorities of Alberta	AUPE	9,500	MED	Mar. 04
•Alberta Construction	various unions	19,000	B/MED/TENT	April 03
•TELUS (B.C. and Alta.)	TWU	10,500	ARB	Dec. 00
•Vancouver and other cities	CUPE	4,000	MED	Dec. 02
•B.C. Ferry Corp.	B.C. Ferry and Marine Workers	4,400	ARB	Dec. 03
•Health Employers of British Columbia	various unions	39,000	B	Mar. 04
•B.C. Construction	various unions	26,160	B	April 04
•B.C. Public School Employers' Assn.	teachers	45,000	B	June 04
•Government of Nunavut	PSAC	1,750	TENT	Mar. 03
•CP / CN / VIA Rail	various unions	1,730	B/CO/TENT	Dec. 02/ 03
•Bell Canada	CEP	7,200	CO	Nov. 03

Status*:

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	MWS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

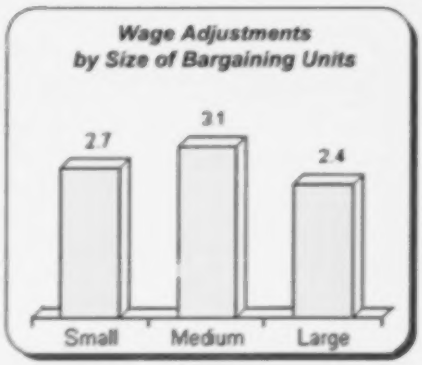
Year-to-Date Wage Data for Small, Medium and Large Bargaining Units

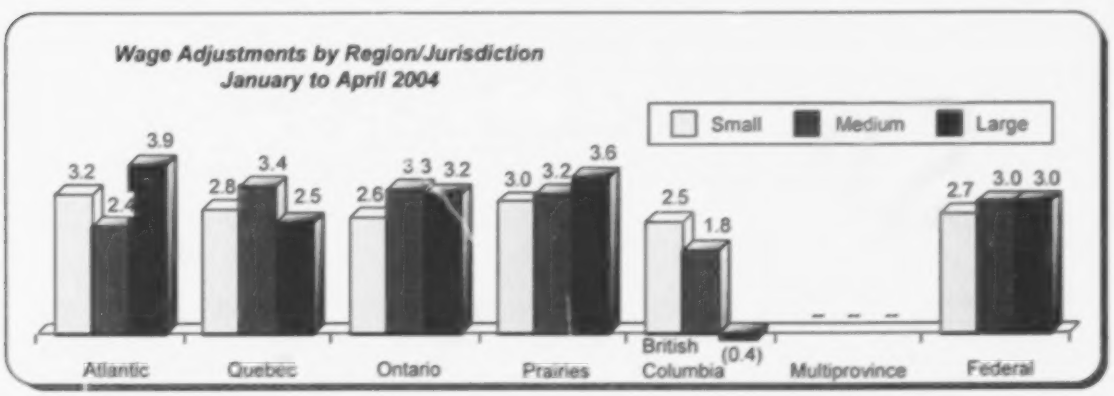
Among the 133 collective bargaining settlements reached to date (January to April), 35 settlements were in small bargaining units (between 100 and 499 employees), 74 were in medium bargaining units (500 to 1,999 employees), and 24 were in large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.6 per cent. The overall **public-sector** wage adjustment at **2.7 per cent** was slightly higher than the figure of **2.5 per cent** reported for the **private sector.**

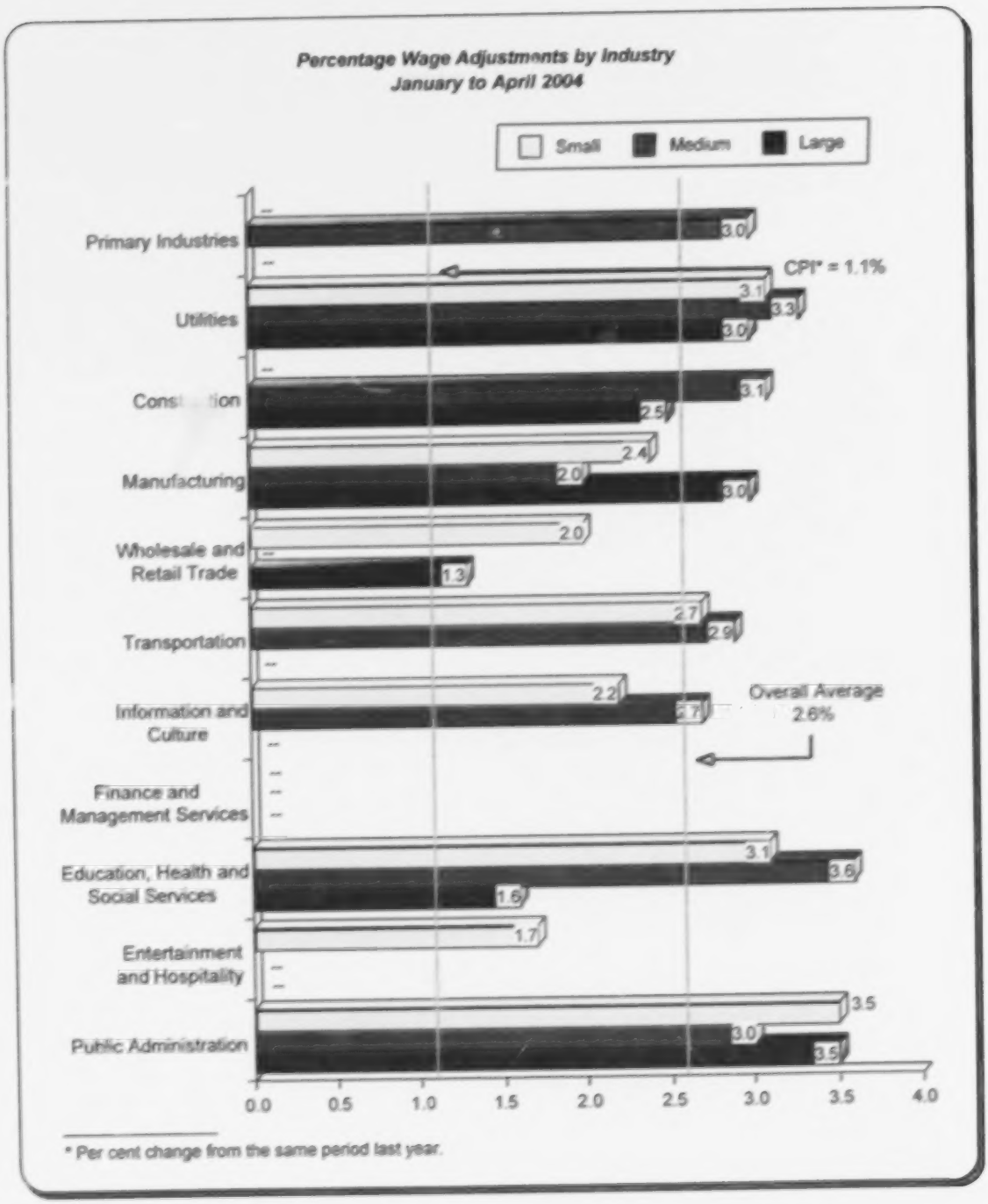
SMALL bargaining units reported an average increase of **2.7 per cent. Public sector** settlements provided an average increase of **3.2 per cent,** higher than the **private sector** wage adjustment of **2.4 per cent.** On an industry basis, the **public administration** sector had the highest wage adjustment at **3.5 per cent** while **entertainment and hospitality** reported the lowest average at **1.7 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.2 per cent** in the **Atlantic Provinces** to a low of **2.5 per cent** in **British Columbia.**

MEDIUM bargaining units reported an average wage increase of **3.1 per cent. Public sector** settlements resulted in an average increase of **3.4 per cent,** compared to the **private sector** figure of **2.6 per cent**. On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **3.6 per cent** while **manufacturing** reported the lowest average at **2.0 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.4 per cent** in **Quebec** to a low of **1.8 per cent** in **British Columbia**.

LARGE bargaining units reported a wage increase of **2.4 per cent.** Settlements in the **public sector** resulted in an average increase of **2.2 per cent** compared to **2.5 per cent** in the **private sector.** On an industry basis, the **public administration** sector had the highest wage adjustment at **3.5 per cent** while the **wholesale and retail trade** sector reported the lowest increase at **1.3 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.9 per cent** in the **Atlantic provinces** to a low of **minus 0.4 per cent** in **British Columbia.**






Percentage Wage Adjustments by Industry
January to April 2004
Small
Medium
Large
Primary Industries
Utilities
Construction
Manufacturing
Wholesale and Retail Trade
Transportation
Information and Culture
Finance and Management Services
Education, Health and Social Services
Entertainment and Hospitality
Public Administration
CPI* = 1.1%
Overall Average 2.6%
3.0
3.1
3.3
3.0
3.1
2.5
2.4
2.0
3.0
2.0
1.3
2.7
2.9
2.2
3.1
3.6
1.6
1.7
3.5
3.0
3.5
0.0
0.5
1.0
1.5
2.0
2.5
3.0
3.5
4.0
* Per cent change from the same period last year.

SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN APRIL 2004

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Manufacturing (4 agreements)					
AT Plastics Inc., plant and maintenance employees, Edmonton, Alta.	230	3.2	3.0	36	2007-01-29
Labatt Alberta Brewery, plant and maintenance employees, Edmonton, Alta.	120	2.7	1.7	72	2010-03-22
Petro-Canada, production and maintenance, Edmonton, Alta.	260	3.2	3.0	36	2007-01-31
Sherritt International Corp., plant and maintenance employees, Fort Saskatchewan, Alta.	300	3.8	4.0	36	2007-03-31
Wholesale and Retail Trade (1 agreement)					
Detroit Diesel-Allison British Columbia, plant and maintenance employees, Burnaby, B.C.	150	1.3	0.0	36	2007-02-28
Transportation (2 agreements)					
Marine Atlantic Inc., licensed personnel, System-wide	150	3.0*	4.0	48	2004-12-31
Trentway-Wagar Inc., bus drivers, Peterborough, Ont.	430	3.0	3.0	36	2006-12-31
Entertainment and Hospitality (1 agreement)					
Vancouver & District Labour Council, office employees, Vancouver, B.C.	100	1.7	1.5	48	2005-12-31
Public Administration (1 agreement)					
City of Sault Ste. Marie, firefighters, Sault Ste. Marie, Ont.	100	3.0	3.0	24	2004-01-31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Gatineau region *(819) 997-3117*
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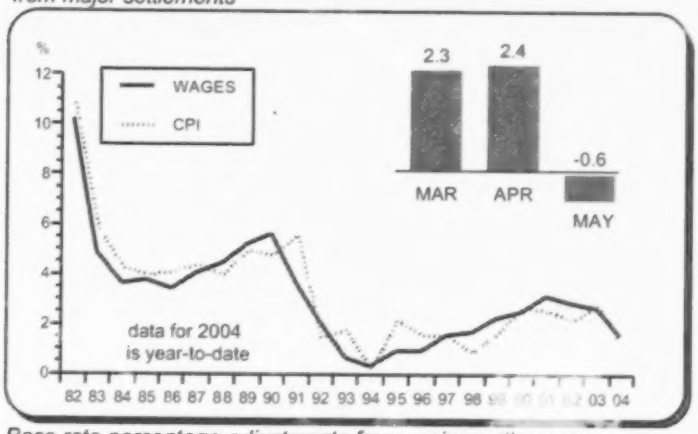
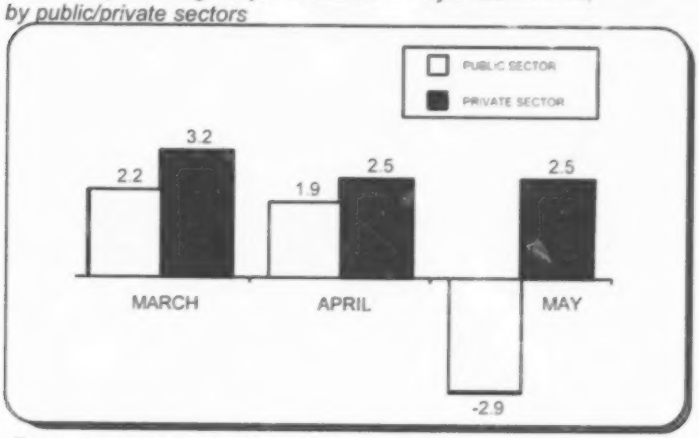
The Wage Settlements Bulletin

July 2004
Volume 15, Issue 7

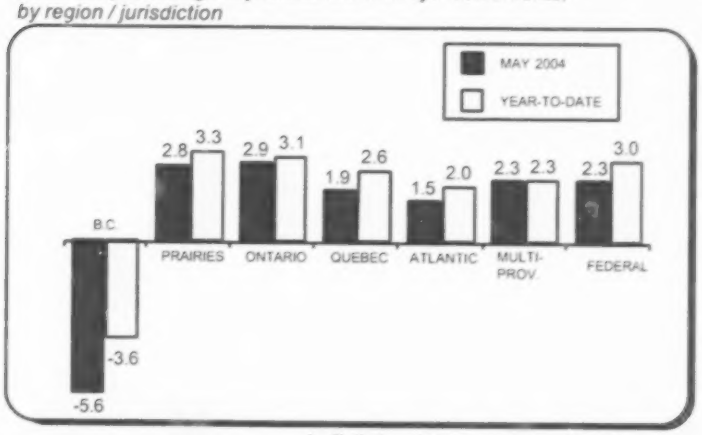
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for May 2004

Major collective bargaining settlements reached in **May 2004** provided base rate wage adjustments averaging **-0.6 per cent** annually over the term of the contracts. The May 2004 results are based on a review of 46 settlements with a coverage of 140,370 employees.

When the parties to these May settlements previously negotiated, the resulting wage adjustments averaged 3.1 per cent, higher than in their current settlements. Contract duration in May 2004 averaged 35.8 months, compared to 35.5 months for the previous settlements.

Private sector wage increases averaged **2.5 per cent** for 60,280 employees in 21 agreements. **Public sector** wage increases averaged **-2.9 per cent** for 80,090 employees in 25 agreements.

The very low public sector adjustment is due to a Government of British Columbia health-sector contract providing a wage cut of 11 per cent for 43,000 health services employees and an extension in the work-week to 37.5 hours from 36 hours (resulting in an additional hourly wage cut equivalent to 4 per cent). The last time an average monthly negative adjustment (-0.2 per cent) was recorded in the public sector was in October 1994. Excluding the B.C. Health Employers Association agreement, the remaining 24 major settlements in the public sector averaged increases of 2.4 per cent.

Excluding the B.C. Health Employers Association agreement, the rest of the 45 major settlements in May averaged increases of *2.5 per cent.*

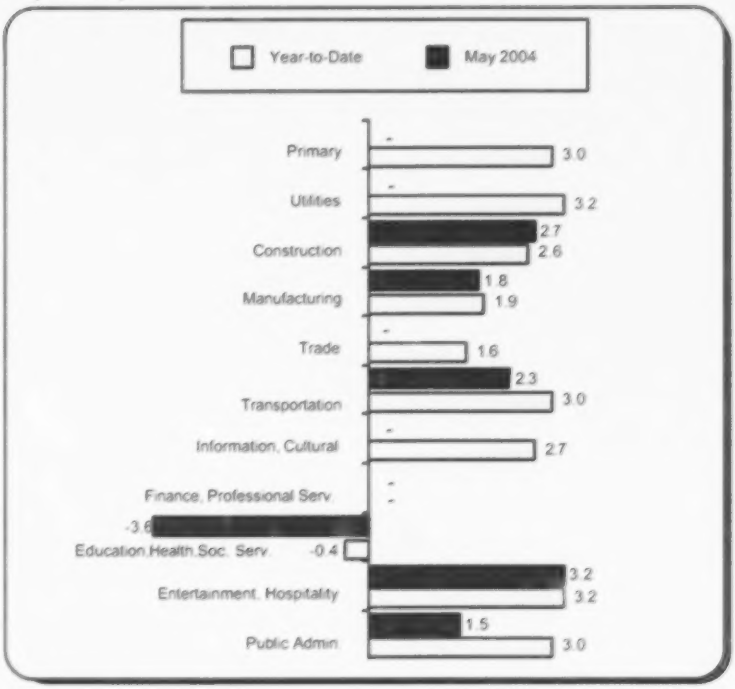
On a regional/jurisdictional basis, Nova Scotia posted the largest average wage gain in May, at 5.7 per cent (a single agreement with the Dalhousie University teaching assistants). The smallest average wage adjustment was

Canada

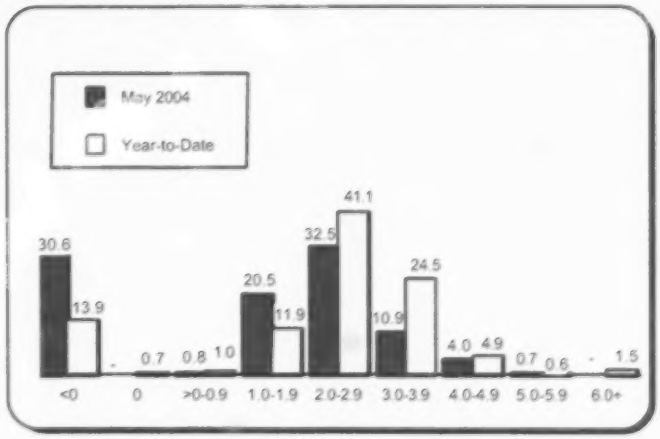
recorded in British Columbia at -5.6 per cent. In the Federal jurisdiction wage increases averaged 2.3 per cent. In the Atlantic provinces wage increases averaged 1.5 per cent; in Quebec, 1.9 per cent; in Ontario, 2.9 per cent and in the Prairies, 2.8 per cent.

On an industry basis, average wage adjustments in May 2004 ranged from a low of **-3.6 per cent** in **education, health and social services**, to a high of **3.2 per cent** in the **entertainment and hospitality sector.** The largest concentration of employees (50.4% of all employees) was also in the education, health and social services sector. In the **construction sector**, wage increases averaged **2.7 per cent**; in the **transportation** sector, **2.3 per cent**; in **manufacturing**, **1.8 per cent** and in **public administration**, **1.5 per cent**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, May 2004

	Agreements	Employees
Atlantic Provinces	9	16,830
Quebec	1	890
Ontario	20	49,740
Prairie Provinces	10	15,220
British Columbia	3	54,500
Multiprovince	1	2,000
Federal	2	1,190

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS

(effective average annual percentage adjustments in base rates)

	2001	2002	2003	2003				2004	Year to	2004		
				1	2	3	4	1	Date	Mar	Apr	May
All Industries/Jurisdictions												
Average Annual Adjustment	3.2	2.8	2.6	2.8	2.5	3.1	2.0	2.7	1.5	2.3	2.4	-0.6
Non-COLA	3.2	2.8	2.6	2.8	2.5	3.3	2.0	2.6	1.4	2.3	2.4	-0.7
COLA	3.3	3.5	2.5	1.9	2.5	2.9	2.1	3.8	3.4	4.4	1.9	2.9
First Year Increase	3.5	3.0	2.5	3.0	2.4	3.3	1.8	2.8	0.2	2.1	0.8	-2.9
Non-COLA	3.4	2.9	2.6	3.1	2.4	3.6	1.9	2.6	0.0	2.1	0.7	-3.0
COLA	3.7	4.2	2.2	1.8	1.6	2.8	1.5	4.2	3.7	4.4	2.0	3.0
Industries												
Primary	2.6	2.1	2.7	1.5	3.8	-	-	3.0	3.0	-	-	-
Utilities	2.5	2.4	2.4	3.6	2.2	2.4	2.4	3.2	3.2	3.0	-	-
Construction	3.2	1.2	2.7	-	2.4	1.8	3.5	2.6	2.6	-	2.6	2.7
Manufacturing	2.6	3.5	2.4	2.4	2.5	2.3	2.6	2.3	1.9	2.8	1.8	1.8
Wholesale and Retail Trade	1.6	1.8	1.3	-	1.0	3.1	1.3	2.7	1.6	2.7	1.3	-
Transportation	2.9	2.4	2.0	2.5	0.4	2.9	2.5	2.9	3.0	3.0	3.2	2.3
Information and Cultural Industries	3.2	3.0	2.2	1.4	2.6	3.0	2.8	2.7	2.7	-	-	-
Finance, Professional Services	2.0	2.1	2.5	2.3	2.0	2.5	3.1	-	-	-	-	-
Education, Health, Social Services	3.5	3.0	3.4	2.9	3.4	4.3	3.6	2.4	-0.4	1.4	2.0	-3.6
Entertainment,Hospitality Industry	4.0	2.5	2.6	2.8	3.3	1.8	2.6	-	3.2	-	-	3.2
Public Administration	3.1	2.6	2.3	2.7	2.9	3.0	1.2	3.4	3.0	3.5	0.0	1.5
Jurisdictions												
Newfoundland and Labrador	5.0	6.6	3.1	3.0	-	5.0	2.2	-	1.2	-	-	1.2
Prince Edward Island	3.1	4.9	3.2	3.6	-	-	3.0	3.2	3.2	3.2	-	-
Nova Scotia	3.7	2.4	3.3	3.4	3.1	3.3	2.0	3.3	3.5	-	2.0	5.7
New Brunswick	3.4	2.7	2.8	2.3	3.8	-	2.9	3.4	3.0	-	2.1	-
Quebec	2.7	2.1	2.2	1.7	2.5	1.9	2.3	3.0	2.6	4.1	2.5	1.9
Ontario	2.9	3.0	3.3	3.0	3.5	3.7	2.9	3.1	3.1	3.3	3.4	2.9
Manitoba	2.5	4.0	2.8	3.0	2.0	3.8	2.7	3.2	2.9	3.2	1.6	3.5
Saskatchewan	2.9	4.0	3.0	3.6	2.6	3.1	-	-	1.1	-	2.2	0.5
Alberta	5.1	4.5	3.0	3.5	2.5	3.3	3.6	3.7	3.5	3.4	2.0	2.5
British Columbia	3.3	1.9	1.3	2.3	1.5	2.5	0.8	-1.2	-3.6	-2.1	0.9	-5.6
Multiprovince	3.0	3.3	2.5	-	2.7	1.8	2.5	-	2.3	-	-	2.3
Federal Jurisdiction	3.0	2.7	2.1	2.1	0.8	3.1	3.0	3.0	3.0	3.0	3.2	2.3
Public Sector	3.4	2.9	2.9	2.9	3.1	3.2	2.2	2.8	0.4	2.2	1.9	-2.9
Private Sector	3.0	2.5	1.5	2.3	0.8	2.3	1.6	2.7	2.6	3.2	2.5	2.5
Consumer Price Index	2.6	2.2	2.8	4.5	2.8	2.1	1.7	0.9	1.3	0.7	1.6	2.5

Data for the month of May are preliminary.

MAJOR SETTLEMENTS REACHED IN MAY 2004

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Construction (14 agreements)	**44,950**	**2.7**	**2.8**	**38.1**	
Carpenters' Employer Bargaining Agency, carpenters, province-wide, Ont.	12,000	2.9	4.2	36	2007-04-30
Construction Labour Relations Association of Manitoba, carpenters, province-wide, Man.	500	1.7	1.5	36	2007-04-30
Construction Labour Relations-Alberta Association, carpenters, province-wide, Alta.	4,500	2.3	0.0	48	2007-04-30
Construction Labour Relations-Alberta Association, iron workers, province-wide, Alta.	800	2.3	0.0	48	2007-04-30
Construction Labour Relations-Alberta Association, operating engineers, province-wide, Alta.	600	2.3	0.0	48	2007-04-30
Electrical Contractors Association of Toronto, electricians, Toronto, Ont.	750	4.2	4.2	36	2007-04-30
Greater Toronto Sewer and Watermain Contractors Association, heavy equipment operators, Toronto, Ont.	800	3.2	3.3	36	2007-04-30
Greater Toronto Sewer and Watermain Contractors Association, labourers, Toronto, Ont.	1,000	3.3	3.4	36	2007-04-30
Mechanical Contractors Association Ontario, plumbers and pipefitters, province-wide, Ont.	12,000	2.5	2.5	36	2007-04-30
Ontario Erectors Association Incorporated, iron workers, province-wide, Ont.	4,000	2.7	2.7	36	2007-04-30
Ontario Refrigeration and Air Conditioning Contractors Association, service and maintenance employees, province-wide, Ont.	1,500	2.8	3.6	36	2007-04-30
Operating Engineers Employer Bargaining Agency, operating engineers, province-wide, Ont.	3,000	2.7	3.0	36	2007-04-30
Pipe Line Contractors Association of Canada, operating engineers, Canada-wide	2,000	2.3	2.0	48	2007-04-30
Rodworker Employer Bargaining Agency, rodmen, province-wide, Ont.	1,500	2.8	2.8	36	2007-04-30
Manufacturing (5 agreements)	**14,090**	**1.8**	**0.4**	**49.1**	
Bombardier Transport , production, La Pocatière, Que.	890	1.9	0.0	48	2007-09-30
Canadian Forest Products Ltd., mill employees, Prince George, B.C.	1,500	1.8	0.0	72	2009-06-30
Forest Industrial Relations Limited, mill employees, Coast, B.C.	10,000	1.5	0.0	48	2007-06-14
H.J. Heinz Company of Canada Ltd., plant and maintenance employees, Leamington, Ont.	600	3.3 *	2.7	36	2007-04-30
Maple Leaf Pork, division of Maple Leaf Meats Inc., plant and maintenance employees, Burlington, Ont.	1,100	3.1	3.2	36	2007-03-31
Transportation (1 agreement)	**540**	**2.3**	**2.0**	**36**	
Saskatchewan Wheat Pool, grain elevator employees, province-wide, Sask.	540	2.3	2.0	36	2006-01-31
Education, Health and Social Services (21 agreements)	**70,680**	**-3.6**	**-8.0**	**30.5**	
Dalhousie University, teaching assistants, Halifax, N.S.	930	5.7	12.0	36	2006-08-31
Diversicare I Limited Partnership, non-medical employees, Toronto, Ont.	700	3.2	4.3	40	2007-04-30
Extendicare (Canada) Inc., non-medical employees, Scarborough, Ont.	620	3.1	4.1	40	2007-04-30
Extendicare (Canada) Inc., non-medical employees, Scarborough, Ont.	860	3.1	4.1	40	2007-04-30

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

MAJOR SETTLEMENTS REACHED IN MAY 2004 (cont'd)

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Government of Newfoundland and Labrador, office employees, province-wide, N.L.	790	1.2	0.0	48	2008-03-31
Government of Newfoundland and Labrador (Hospital Support), support employees, province-wide, N.L.	6,580	1.2	0.0	48	2008-03-31
Government of Newfoundland and Labrador, health professional employees, province-wide, N.L.	590	1.2	0.0	48	2008-03-31
Government of Newfoundland and Labrador, laboratory technicians, province-wide, N.L.	860	1.2	0.0	48	2008-03-31
Government of Newfoundland and Labrador, support employees, province-wide, N.L.	2,000	1.2	0.0	48	2008-03-31
Government of Newfoundland and Labrador, teaching assistants, province-wide, N.L.	760	1.2	0.0	48	2008-03-31
Greater Essex County District School Board, elementary teachers, Windsor, Ont.	1,380	3.4	2.0	36	2004-08-31
Health Employers Association of British Columbia, non-medical employees, province-wide, B.C.	43,000	-7.6	-15.0	24	2006-03-31
Kawartha Pine Ridge District School Board, elementary teachers, Peterborough, Ont.	1,490	3.5	2.4	36	2004-08-31
Leisureworld Inc., non-medical employees, Toronto, Ont.	1,350	3.2	4.4	40	2007-04-30
Memorial University of Newfoundland, administrative services employees, St. John's, N.L.	850	1.2	0.0	48	2008-03-31
Northern Alberta Institute of Technology, lecturers, Edmonton, Alta.	950	4.0	4.0	36	2007-06-30
Regional Health Authorities of Manitoba (rural coverage), health and social care professionals, prov.-wide, Man.	780	4.5	5.0	36	2006-03-31
Regional Municipality of Niagara, non-medical employees, Niagara Region, Ont.	750	3.0	3.0	36	2006-12-31
Saskatchewan Institute of Applied Science and Technology, lecturers, province-wide, Sask.	1,140	0.5	0.0	36	2006-06-30
University of Manitoba, professors, Winnipeg, Man.	1,150	3.0	3.0	36	2007-03-31
Winnipeg School Division No. 1, elementary and secondary teachers, Winnipeg, Man.	3,150	4.0	5.1	24	2005-06-30
Entertainment and Hospitality (2 agreements)	**5,150**	**3.2**	**3.8**	**44.2**	
Manitoba Lotteries Corporation, casino employees, Winnipeg, Man.	1,650	2.7 *	3.0	36	2006-09-30
Windsor Casino Limited, casino employees, Windsor, Ont.	3,500	3.4	4.2	48	2008-04-03
Public Administration (3 agreements)	**4,960**	**1.5**	**0.5**	**44.4**	
Government of Canada, ship maintenance, Coast, B.C.	650	2.2	2.5	36	2006-09-30
Government of Newfoundland and Labrador, general services employees, province-wide, N.L.	3,470	1.2	0.0	48	2008-03-31
Niagara Parks Commission, recreational employees, Niagara Falls, Ont.	840	2.0	1.0	36	2006-10-31
Agreements with COLA (2 agreements)	**2,250**	**2.9 ***	**3.0**	**36**	
Agreements without COLA (44 agreements)	**138,120**	**-0.7**	**-3.0**	**35.8**	
All Agreements (46 agreements)	**140,370**	**-0.6**	**-2.9**	**35.8**	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	112,830	B/CO/ARB	May02-Apr.04
•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	B/CO	Dec.02-Sept.03
•Canada Revenue Agency	PSAC and PIPSC	41,480	B/CO	Oct. 03/Dec.03
•Abitibi Consolidated (N.-L., Que., Ont.)	CEP	4,830	TENT	April 04
•Government of Nova Scotia	CUPE (public works)	1,600	PCB	Oct. 02
•Capital District Health (N.S.)	NSGEU	7,800	B/ARB	Oct. 03
•Nova Scotia Health Organizations	CUPE	3,000	B	Mar. 04
•Government of New Brunswick	CUPE (health)	5,800	CO	June 03
•Government of New Brunswick	nurses	5,000	CO	Dec. 03
•Government of New Brunswick	teachers	7,600	CO	Feb. 04
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	WS	various
•Government of Quebec	various unions	323,470	B	June 02/ 03
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	B/CO	Dec. 02
•City of Montréal	CUPE	6,860	ARB	April 02
•Ontario Nursing Homes	SEIU	3,200	B	Dec. 03
•Bruce Power (Ont.)	CUPE	2,750	CO	Dec. 03
•Algoma Steel Inc. (Ont.)	Steelworkers	3,780	CO	July 04
•Ontario Construction	various unions	12,030	B/PCB/TENT	April 04
•Ontario Hospital Association	nurses	40,000	B	Mar. 04
•Manitoba Construction	various unions	1,000	B	April 04
•Regional Health Authorities of Manitoba	CUPE	11,000	B	June 04
•Government of Saskatchewan	Sask. Govt. and Gen. Empls. Union	9,860	B	Aug. 03
•Government of Saskatchewan	teachers	12,400	B	Aug. 04
•Saskatchewan Assn. of Health Orgs.	various unions	24,530	B	Mar. 04
•Sask Power	IBEW	1,340	B/MED	Dec. 03
•Alberta Boards of Education/Trustees (Calgary and Edmonton)	ATA	13,360	B	Aug. 03
•Health Authorities of Alberta	AUPE	9,500	B	Mar. 04
•Government of Alberta	AUPE	18,360	B	Aug. 04
•Alberta Construction	various unions	11,500	B/MED	April 03
•TELUS (B.C. and Alta.)	TWU	10,500	ARB	Dec. 00
•B.C. Ferry Corp.	B.C. Ferry and Marine Workers	4,400	ARB	Dec. 03
•Health Employers of British Columbia	various unions	39,000	B	Mar. 04
•B.C. Construction	various unions	26,160	B	April 04
•CP / CN / VIA Rail	various unions	17,310	B/CO	Dec. 02/ 03
•Bell Canada	CEP	7,200	TENT	Nov. 03

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

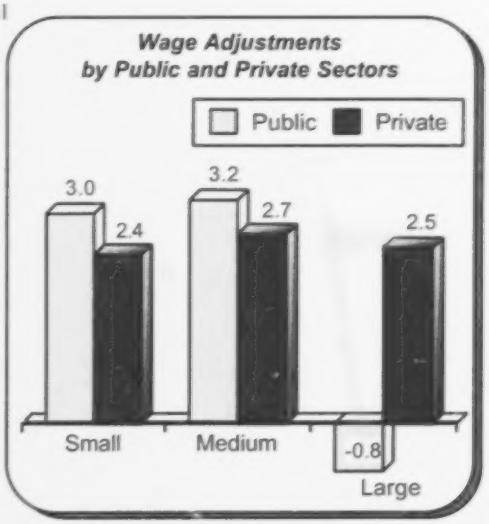
Year-to-Date Wage Data for Small, Medium and Large Bargaining Units

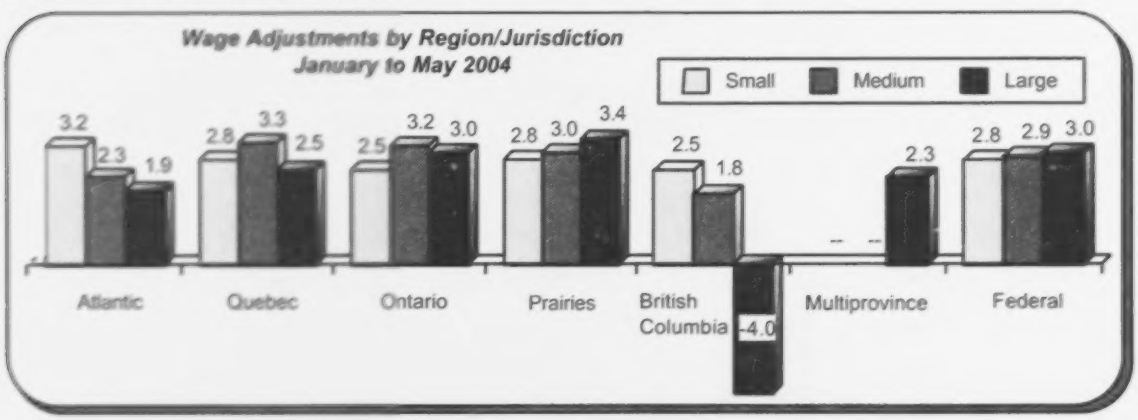
Among the 199 collective bargaining settlements reached to date (January to May), 46 settlements were in small bargaining units (between 100 and 499 employees), 114 were in medium bargaining units (500 to 1,999 employees), and 39 were in large bargaining units with 2,000 employees and over.

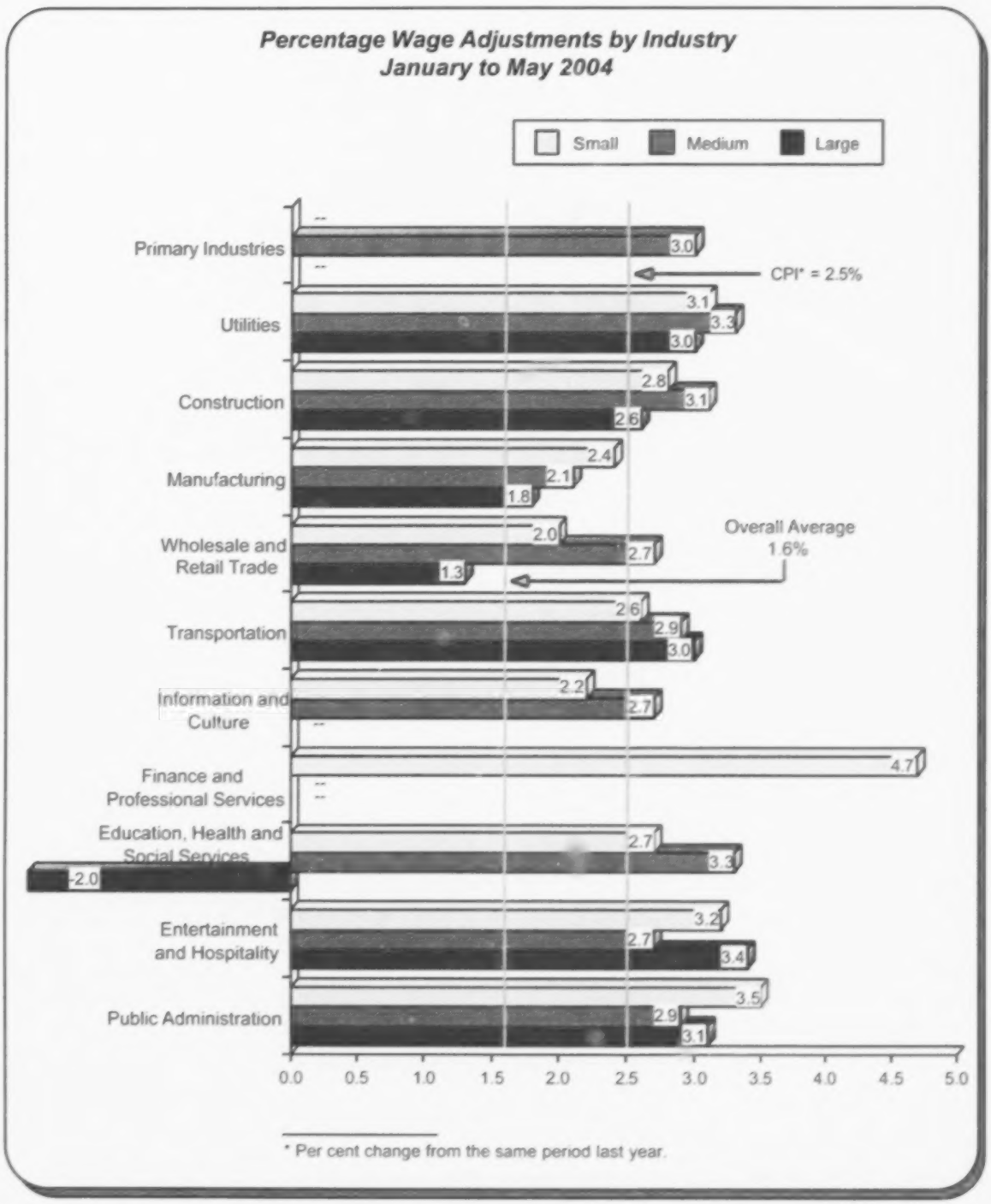
SMALL bargaining units reported an average increase of **2.7 per cent. Public sector** settlements provided an average increase of **3.0 per cent,** higher than the **private sector** wage adjustments of **2.4 per cent.** On an industry basis, the **finance and professional services** sector had the highest wage adjustment at **4.7 per cent** while **wholesale and retail trade** reported the lowest average at **2.0 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.2 per cent** in the **Atlantic Provinces** to a low of **2.5 per cent** in **British Columbia** and **Ontario.**

MEDIUM bargaining units reported an average wage increase of **3.0 per cent. Public sector** settlements resulted in an average increase of **3.2 per cent,** compared to the **private sector** figure of **2.7 per cent.** On an industry basis, the **education, health and social services** sector and the **utilities sector** had the highest wage adjustment at **3.3 per cent** while **manufacturing** reported the lowest average at **2.1 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.3 per cent** in **Quebec** to a low of **1.8 per cent** in **British Columbia.**

LARGE bargaining units reported a wage increase of **1.0 per cent.** Settlements in the **public sector** resulted in an average increase of **minus 0.8 per cent** compared to **2.5 per cent** in the **private sector.** On an industry basis, the **entertainment and hospitality** sector had the highest wage adjustment at **3.4 per cent** while the **education, health and social services** sector reported the lowest increase at **minus 2.0 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.4 per cent** in the **Prairies** to a low of **minus 4.0 per cent** in **British Columbia.** This wage decrease in British Columbia is due to the agreement between the Health Employers Association of British Columbia (non-medical employees) and the Canadian Union of Public Employees which resulted in a wage adjustment of minus 7.6 per cent for 43 000 employees.






Percentage Wage Adjustments by Industry
January to May 2004
Small
Medium
Large
Primary Industries
Utilities
Construction
Manufacturing
Wholesale and Retail Trade
Transportation
Information and Culture
Finance and Professional Services
Education, Health and Social Services
Entertainment and Hospitality
Public Administration
CPI* = 2.5%
Overall Average 1.6%
3.0
3.1
3.3
3.0
2.8
3.1
2.6
2.4
2.1
1.8
2.0
2.7
1.3
2.6
2.9
3.0
2.2
2.7
4.7
2.7
3.3
-2.0
3.2
2.7
3.4
3.5
2.9
3.1
0.0
0.5
1.0
1.5
2.0
2.5
3.0
3.5
4.0
4.5
5.0
* Per cent change from the same period last year.

SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN MAY 2004

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Construction (1 agreement)					
Manitoba Masonry Contractors Association, masonry workers, province-wide, Man.	130	2.8	2.3	36	2007-04-30
Manufacturing (3 agreements)					
La-Z-Boy Canada Limited, plant and maintenance employees, Waterloo, Ont.	380	1.4	2.0	34	2007-03-23
Noranda inc. - Affinerie CCR, production, Montréal-Est, Que.	400	2.5 *	2.7	36	2007-05-30
Petro-Canada, plant and maintenance employees, Oakville, Ont.	140	4.6	6.6	17	2005-09-30
Transportation (2 agreements)					
Macdonalds Consolidated (Distribution Centre), grocery distribution centre employees, Calgary, Alta.	230	1.2	1.1	48	2007-03-31
Westcoast Energy Inc., technical employees, Fort St. John, B.C.	200	2.4	3.0	15	2005-03-31
Finance, Professional Services (1 agreement)					
Securicor Cash Services, truck drivers, province-wide, Ont.	490	4.7	6.7	36	2007-04-30
Education, Health and Social Services (3 agreements)					
Catholic Children's Aid Society of Toronto, health and social care professionals, Toronto, Ont.	360	3.3	3.8	36	2007-03-31
Heritage Nursing Home Ltd., health service employees, Toronto, Ont.	140	3.2	4.3	40	2007-04-30
Ottawa-Carleton Association for Persons Developmental Disabilities, health and social care professionals, Ottawa and area, Ont.	350	1.2	1.3	24	2006-03-31
Entertainment and Hospitality (1 agreement)					
Canadian Pacific Hotels (Chateau Montebello), hotel and restaurant employees, Montebello, Que.	240	3.3	3.0	36	2006-12-31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB)*.

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Gatineau region *(819) 997-3117*
http://www.hrsdc.gc.ca/en/lp/wid/info.shtml

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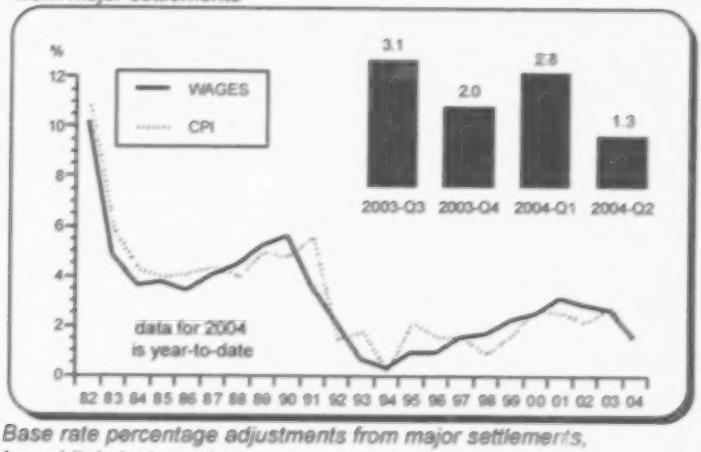
Workplace Information / Information sur les milieux de travail

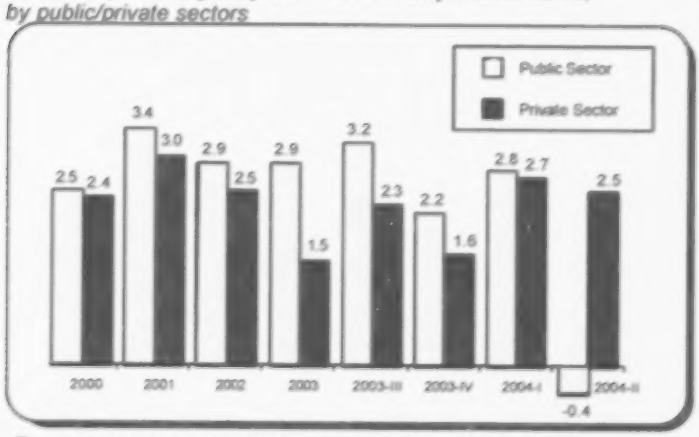
The Wage Settlements Bulletin

August 2004
Volume 15, Issue 8

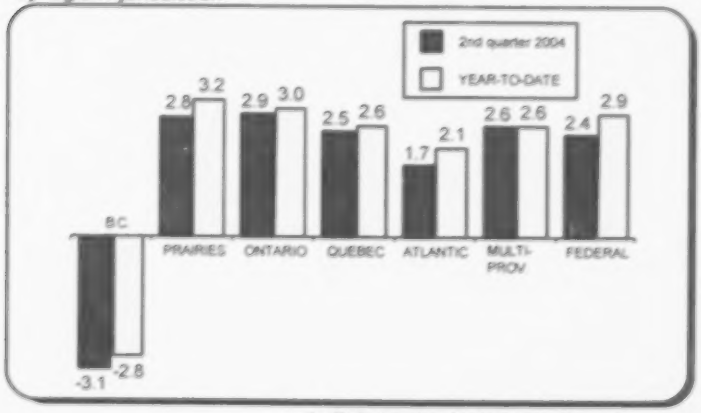
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for Second Quarter 2004

Major collective bargaining settlements reached in **the second quarter 2004** provided base rate wage increases averaging **1.3 per cent** annually over the term of the contracts, down from 2.8 per cent in the previous quarter and from the average of 2.6 per cent for the year 2003. The second quarter 2004 results are based on a review of 122 settlements with a coverage of 360,260 employees.

When the parties to these second quarter settlements previously negotiated, the resulting wage adjustments averaged 3.0 per cent, higher than in their current settlements. Contract duration in the second quarter 2004 averaged 36.9 months, compared to 35.5 months in the previous round of settlements.

The relatively low wage adjustment was due mainly to a May 2004 settlement, the B.C. Health Employers Association contract, providing an overall wage cut of 15 per cent for 43,000 health service employees (the bargaining units, represented by the B.C. Facilities Subsector Bargaining Association, launched a province-wide strike and returned to work 3 days after being ordered to do so through passage of the Health Sector Collective Agreement Act (Bill 37) in the B.C. provincial legislature). Excluding the B.C. Health Employers Association agreement, the rest of the 121 major settlements in the second quarter averaged increases of 2.5 per cent, compared to the 1.3 per cent aggregate figure mentioned above.

Average wage increases in the public sector were lower than those in the private sector. Private sector wage adjustments averaged 2.5 per cent for 209,790 employees in 68 agreements. Public sector wage adjustments averaged -0.4 per cent for 150,470 employees

(continued on page 4)

Canada

Wage Data for June 2004

Base-rate wage adjustments from major collective bargaining settlements reached in **June 2004** averaged **2.6 per cent** annually over the contract term, up from the -0.6 per cent average in May, up from 2.4 per cent in April and the same as the 2.6 per cent annual figure for 2003 as a whole. The results for June 2004 are based on a review of 41 settlements covering 91,660 employees.

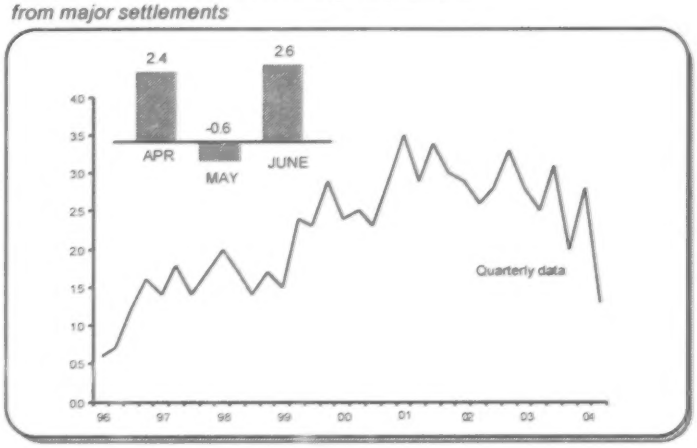
When the parties to these settlements previously negotiated, contract duration averaged 33.4 months and the resulting wage adjustments averaged 2.8 per cent, compared to the 2.6 per cent in their current round of settlements and average contract duration of 40.6 months.

Wage adjustments in June settlements ranged from a wage freeze for 2,500 faculty members with the University of British Columbia, and also 740 employees with the CIBC Visa Centre, to a high of 6.4 per cent for 750 faculty with Laval University in Quebec.

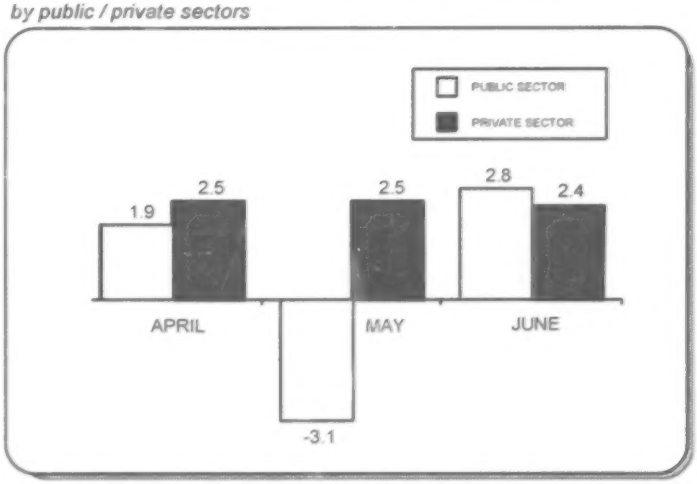
Wage gains in June were higher in the **public sector (2.8 per cent)** than in the **private sector (2.4 per cent)**. The public-sector data cover 48,910 employees in 19 agreements. There were 22 private-sector agreements, covering 42,750 employees.

On a regional/jurisdictional basis, average wage adjustments in June were largest in Nova Scotia, at 3.6 per cent (single agreement at Nova Scotia Power Inc.). Wage adjustments were smallest in British Columbia at 1.7 per cent. The largest concentration of employees were found in both Alberta (30,690 employees)and Ontario (30,050 employees); wage settlements in Alberta averaged 3.1 per cent and in Ontario, 2.5 per cent. In the Federal jurisdiction wage increases averaged 1.9 per cent. The remaining average wage increases for various regions/jurisdictions are itemized in the adjoining chart.

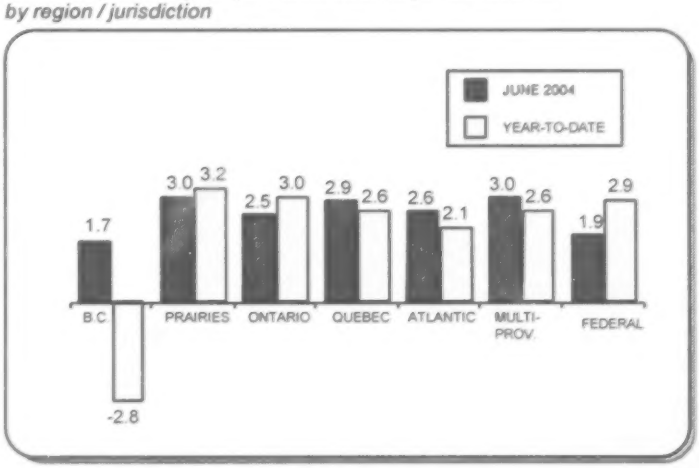
Perspective on base rate percentage adjustments from major settlements



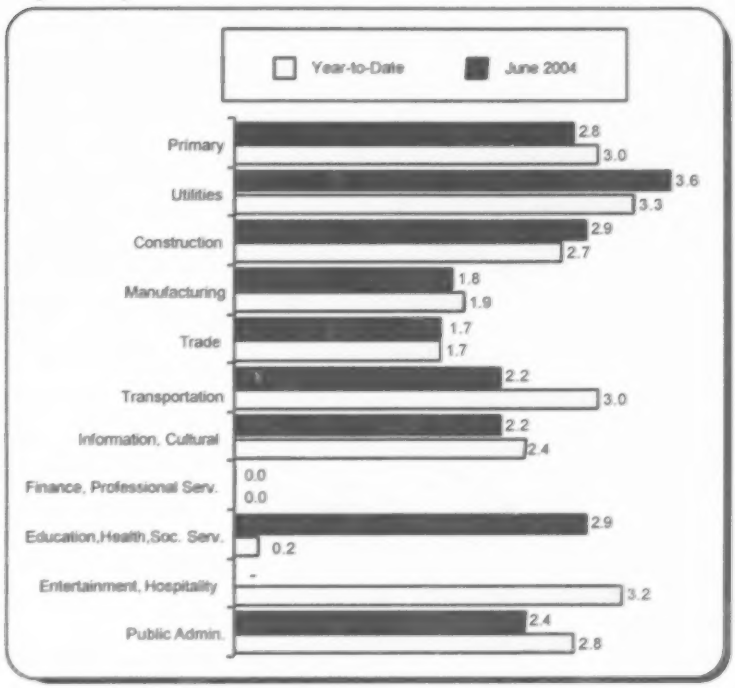
Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction

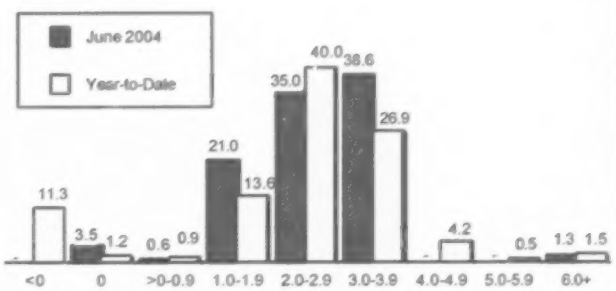


Base rate percentage adjustments from major settlements, by industry



On an industry basis, average wage adjustments in June 2004 ranged from a wage freeze in the **finance** sector (derived from a single agreement, the CIBC Visa Centre), to a high of **3.6 per cent** in the **utilities** sector (also derived from a single agreement, Nova Scotia Power Inc.). The largest concentration of employees (35.7% of all employees) was in the **education, health and social services** sector; wage adjustments in this sector averaged 2.9 per cent. Wage increases in the **manufacturing** sector continue below the national average at 1.8 per cent. In the remaining industries, wage increases in descending order of magnitude were: the **construction** sector at **2.9 per cent**, **primary industries** at **2.8 per cent**; **public administration** at **2.4 per cent**; the **transportation** sector at **2.2 per cent**; the **trade** sector at **1.7 per cent**.

Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, June 2004

	Agreements	Employees
Atlantic Provinces	2	2,380
Quebec	6	6,680
Ontario	14	30,050
Prairie Provinces	8	31,910
British Columbia	5	14,390
Multiprovince	1	1,750
Federal	5	4,500

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	2001	2002	2003	2003		2004		2004			Year to
				3	4	1	2	Apr	May	June	Date
All Industries/Jurisdictions											
Average Annual Adjustments	3.2	2.8	2.6	3.1	2.0	2.8	1.3	2.4	-0.6	2.6	1.7
Non-COLA	3.2	2.8	2.6	3.3	2.0	2.6	1.2	2.4	-0.7	2.6	1.6
COLA	3.3	3.5	2.5	2.9	2.1	3.8	2.3	1.8	2.9	2.3	3.1
First Year Adjustment	3.5	3.0	2.5	3.3	1.8	2.8	-0.3	0.8	-2.9	2.4	0.6
Non-COLA	3.4	2.9	2.6	3.6	1.9	2.6	-0.3	0.7	-3.0	2.4	0.4
COLA	3.7	4.2	2.2	2.8	1.6	4.2	2.3	2.0	3.0	2.3	3.4
Industries											
Primary	2.6	2.1	2.7	-	-	3.1	2.8	-	-	2.8	3.0
Utilities	2.5	2.4	2.4	2.6	2.6	3.2	3.6	-	-	3.6	3.3
Construction	3.2	1.2	2.7	1.8	3.5	2.6	2.7	2.6	2.7	2.9	2.7
Manufacturing	2.6	3.5	2.4	2.3	2.6	2.3	1.8	1.8	1.8	1.8	1.9
Wholesale and Retail Trade	1.6	1.8	1.3	3.1	1.3	2.7	1.6	1.3	-	1.7	1.7
Transportation	2.9	2.4	2.0	2.9	2.5	3.1	2.7	3.2	2.3	2.2	3.0
Information and Cultural Industries	3.2	3.0	2.2	3.0	2.8	2.7	2.2	-	-	2.2	2.4
Finance, Professional Services	2.0	2.1	2.5	2.5	3.1	-	0.0	-	-	0.0	0.0
Education, Health, Social Services	3.5	3.0	3.4	4.3	3.6	2.4	-0.9	2.0	-3.6	2.9	0.2
Entertainment,Hospitality Industry	4.0	2.5	2.6	1.8	2.6	-	3.2	-	3.2	-	3.2
Public Administration	3.1	2.6	2.3	3.0	1.2	3.4	2.0	0.0	1.5	2.4	2.8
Jurisdictions											
Newfoundland and Labrador	5.0	6.6	3.1	5.0	2.2	-	1.2	-	1.2	-	2
Prince Edward Island	3.1	4.9	3.2	-	3.0	3.2	2.0	-	-	2.0	2.4
Nova Scotia	3.7	2.4	3.3	3.3	2.0	3.3	4.0	2.0	5.7	3.6	3.5
New Brunswick	3.4	2.7	2.8	-	2.9	3.4	2.1	2.1	-	-	3.0
Quebec	2.7	2.1	2.2	1.9	2.3	3.0	2.5	2.5	1.9	2.9	2.6
Ontario	2.9	3.0	3.3	3.7	2.9	3.1	2.9	3.4	2.9	2.5	3.0
Manitoba	2.5	4.0	2.8	3.8	2.7	3.2	2.7	1.5	3.5	-	2.9
Saskatchewan	2.9	4.0	3.0	3.1	-	-	1.4	2.2	0.5	1.8	1.4
Alberta	5.1	4.5	3.0	3.3	3.6	3.7	2.9	2.0	2.5	3.1	3.3
British Columbia	3.3	1.9	1.3	2.5	0.8	-1.2	-3.1	0.9	-5.6	1.7	-2.8
Multiprovince	3.0	3.3	2.5	1.8	2.5	-	2.6	-	2.3	3.0	2.6
Federal Jurisdiction	3.0	2.7	2.1	3.1	3.0	3.1	2.4	3.2	2.3	1.9	2.9
Public Sector	3.4	2.9	2.9	3.2	2.2	2.8	-0.4	1.9	-3.1	2.8	0.9
Private Sector	3.0	2.5	1.5	2.3	1.6	2.7	2.5	2.5	2.5	2.4	2.5
Consumer Price Index	2.6	2.2	2.8	2.1	1.7	0.9	2.2	1.6	2.5	2.5	1.5

Data for the month of June are preliminary.

cont'd from page 1

in 54 agreements. Excluding the B.C. Health Employers Association agreement, the remaining 53 major settlements in the **public sector** averaged increases of 2.5 per cent, similar to the **private sector** figure during the same time period.

On a jurisdictional basis, Nova Scotia posted the largest average wage gain in the second quarter, at 4.0 per cent (due in large part to an agreement with the Dalhousie University teaching assistants at 5.7 per cent). The smallest average wage adjustment was recorded in British Columbia at -3.1 per cent. In the Federal jurisdiction wage increases averaged 2.4 per cent.

On an industry basis, average wage adjustments in the second quarter 2004 ranged from a low of -0.9 per cent in education, health and social services, to a high of 3.6 per cent in the utilities sector (consisting of a single agreement, Nova Scotia Power Inc.).

MAJOR SETTLEMENTS REACHED IN JUNE 2004

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Primary Industries (1 agreement)	**660**	**2.8**	**2.7**	**36**	
IMC Esterhazy Canada Limited Partnership, mine employees, Esterhazy, Sask.	660	2.8	2.7	36	2007-01-31
Utilities (1 agreement)	**900**	**3.6**	**5.1**	**52**	
Nova Scotia Power Incorporated, utility workers province-wide, N.S.	900	3.6	5.1	52	2007-07-31
Construction (8 agreements)	**21,400**	**2.9**	**2.4**	**38.9**	
Architectural Glass and Metal Contractors Association, glaziers, province-wide, Ont.	1,200	2.8	2.8	36	2007-04-30
Association of Millwrighting Contractors of Ontario, Inc., millwrights, province-wide, Ont.	2,000	3.1	3.0	36	2007-04-30
Construction Labour Relations-Alberta Association, insulation workers, province-wide, Alta.	1,500	2.3	0.0	48	2007-04-30
Construction Labour Relations-Alberta Association, labourers, province-wide, Alta.	3,200	2.5	0.0	48	2007-04-30
Construction Labour Relations-Alberta Association sheet metal workers, province-wide, Alta.	500	2.2	0.0	48	2007-04-30
Labourers Employer Bargaining Agency, labourers, province-wide, Ont.	10,000	2.9	3.1	36	2007-04-30
Ontario Industrial Roofing Contractors' Association, roofers, province-wide, Ont.	1,000	3.5	4.1	36	2007-04-30
Toronto and Area Road Builders' Association, labourers, Toronto, Ont.	2,000	3.4	3.5	36	2007-04-30
Manufacturing (7 agreements)	**10,570**	**1.8**	**0.4**	**63**	
Bacon América Inc., production, Drummondville, Que.	510	3.0	3.0	36	2007-03-01
Bayer Inc. (Lanxess), plant and maintenance employees, Sarnia, Ont.	500	2.2	0.0	36	2007-01-31
Conifer (Council on Northern Interior Forest Employment Relations), mill employees, Northern Interior, B.C.	2,500	1.8	0.0	72	2009-06-30
Dana Canada Inc., plant and maintenance employees, Thorold, Ont.	860	1.6*	2.3	36	2007-05-31
Interior Forest Labour Relations Association, mill employees, Southern Interior, B.C.	5,000	1.8	0.0	72	2009-06-30
Navistar International Corporation Canada, production, Chatham, Ont.	650	1.0*	0.8	29	2009-06-30
Weldwood of Canada Limited, Cariboo Division, mill employees, Quesnel, B.C.	550	1.8	0.0	72	2009-06-30
Wholesale and Retail Trade (2 agreements)	**7,180**	**1.7**	**1.8**	**36**	
Great Atlantic & Pacific Company of Canada Limited (Food Basics), retail employees, province-wide, Ont.	6,300	1.7	1.8	36	2007-01-31
Valumart and Independent Grocers, retail employees, province-wide, Ont.	880	1.6	1.7	36	2007-01-31
Transportation (3 agreements)	**2,210**	**2.2**	**0.9**	**39.2**	
Council of Marine Carriers, licensed personnel, Coast, B.C.	650	3.0	3.0	36	2006-09-30
GO Transit, bus drivers, Toronto, Ont.	910	2.2	0.0	48	2007-06-01

**Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

MAJOR SETTLEMENTS REACHED IN JUNE 2004 (cont'd)

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Globeground North America, aircraft maintenance, Toronto, Ont.	650	1.2	0.0	30	2006-06-30
Information and Culture (1 agreement)	**1,460**	**2.2**	**2.5**	**24**	
Société Radio-Canada, reporters, province-wide	1,460	2.2	2.5	24	2006-03-28
Finance and Professional Services (1 agreement)	**740**	**0.0**	**0.0**	**28**	
Visa Centre Canadian Imperial Bank of Commerce, office employees, Toronto, Ont.	740	0.0	0.0	28	2006-06-30
Education, Health and Social Services (9 agreements)	**32,760**	**2.9**	**3.2**	**33.6**	
Board of Trustees of the Edmonton Catholic Reg. Div. No 40, office and technical employees, Edmonton, Alta.	750	3.5	3.0	24	2004-12-31
Government of Prince Edward Island, elementary and secondary teachers, province-wide, P.E.I.	1,480	2.0	2.0	36	2007-06-30
Governors of the University of Calgary, lecturers, Calgary, Alta.	2,360	3.3	4.0	36	2007-06-30
Hamilton-Wentworth District School Board, office and technical employees, Hamilton, Ont.	500	2.3	3.0	36	2006-08-31
Provincial Health Authorities of Alberta, nurses, province-wide, Alta.	22,380	3.2	3.5	36	2006-03-31
Saskatchewan Institute of Applied Science and Technology, administrative services employees, province-wide, Sask.	560	0.5	0.0	36	2006-06-30
University of British Columbia, professors, Vancouver, B.C.	2,500	0.0	0.0	24	2006-06-30
University of Western Ontario, office employees, London, Ont.	1,050	3.0	3.0	24	2006-06-30
Université Laval, professors, Québec, Que.	1,180	6.4	6.4	12	2005-05-31
Public Administration (8 agreements)	**13,780**	**2.4**	**2.3**	**47.1**	
City of Hamilton, inside and outside employees, Hamilton, Ont.	2,200	2.2	2.0	36	2006-12-31
City of Montreal, professional employees, Montréal, Que.	1,240	1.8	2.0	60	2006-12-31
City of Montreal, school crossing guards, Montréal, Que.	650	1.7	2.0	63	2007-08-14
City of Vancouver, inside employees, Vancouver, B.C.	3,840	2.6*	2.5	48	2006-12-31
Communications Security Establishment, administrative services employees, Ottawa, Ont.	1,000	2.7	3.0	48	2006-02-09
Government of Nunavut, office and technicians employees, Iqaluit, Nunavut	1,750	3.0	2.9	42	2006-09-30
Ville de Québec, outside employees, Québec, Que.	1,400	2.2	2.0	48	2006-12-31
Ville de Québec, inside employees, Québec, Que.	1,700	2.3	2.0	48	2006-12-31
Agreements with COLA (3 agreements)	**5,350**	**2.3***	**2.3**	**43.8**	
Agreements without COLA (38 agreements)	**86,310**	**2.6**	**2.4**	**40.4**	
All Agreements (41 agreements)	**91,660**	**2.6**	**2.4**	**40.6**	

Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	112,830	B/CO/ARB	May02-Apr.04
•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	B	Dec.02-Sept.03
•Canada Revenue Agency	PSAC and PIPSC	41,480	B/CO	Oct. 03/Dec.03
•Government of Nova Scotia	CUPE (public works)	1,600	PCB	Oct. 02
•Capital District Health (N.S.)	NSGEU	7,800	B/ARB	Oct. 03
•Nova Scotia Health Organizations	CUPE	3,300	B	Mar. 04
•Government of New Brunswick	CUPE (health)	5,800	CO	June 03
•Government of New Brunswick	nurses	5,000	CO	Dec. 03
•Government of New Brunswick	teachers	7,600	CO	Feb. 04
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	WS	various
•Government of Quebec	various unions	323,470	B/MED	June 02/ 03
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	CO	Dec. 02
•City of Montréal	CUPE	6,860	ARB	April 02
•Ontario Nursing Homes	SEIU	3,200	B	Dec. 03
•Bruce Power (Ont.)	CUPE	2,750	CO	Dec. 03
•Ontario Construction	various unions	8,000	B	April 04
•Ontario Hospital Association	nurses	40,000	B	Mar. 04
•Government of Ontario	AMAPECO	6,000	B	Mar. 04
•Manitoba Construction	various unions	1,000	B	April 04
•Regional Health Authorities of Manitoba	CUPE	11,000	B	June 04
•Government of Saskatchewan	Sask. Govt. and Gen. Empls. Union	9,860	B	Aug. 03
•Government of Saskatchewan	teachers	12,400	B	Aug. 04
•Saskatchewan Assn. of Health Orgs.	various unions	24,530	B	Mar. 04
•Sask Power	IBEW	1,340	MED	Dec. 03
•Alberta Boards of Education/Trustees (Calgary and Edmonton)	ATA	13,360	B	Aug. 03
•Health Authorities of Alberta	AUPE	20,000	B	Mar. 04
•Government of Alberta	AUPE	20,000	B	Aug. 04
•Alberta Construction	various unions	11,500	B/MED	April 03
•TELUS (B.C. and Alta.)	TWU	10,500	ARB	Dec. 00
•B.C. Ferry Corp.	B.C. Ferry and Marine Workers	4,400	ARB	Dec. 03
•Health Employers of British Columbia	various unions	39,000	TENT	Mar. 04
•B.C. Construction	various unions	26,160	B	April 04
•CP / CN / VIA Rail	various unions	17,310	B/CO/TENT	Dec. 02/ 03
•Bell Canada	CEP	7,200	TENT	Nov. 03

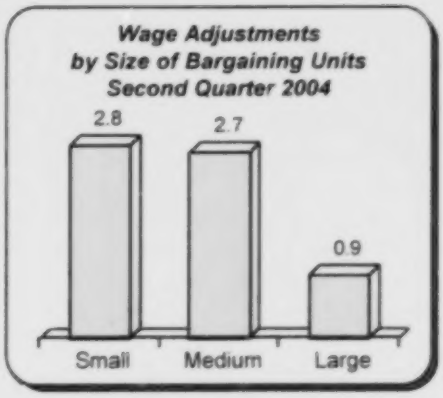
Status*:

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

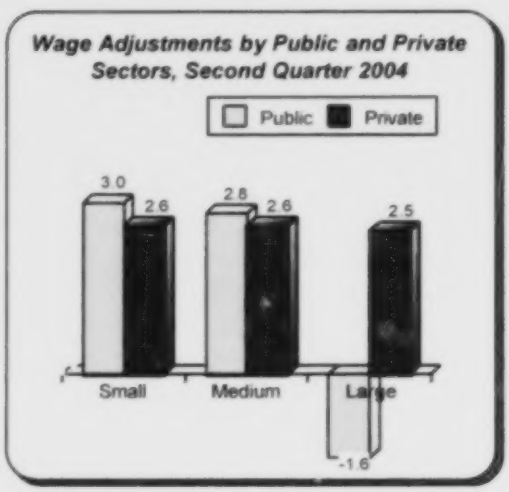
Wage Data for the Second Quarter 2004 for Small, Medium and Large Bargaining Units

Among the 160 collective bargaining settlements reached in the second quarter of 2004, 38 settlements were in small bargaining units (between 100 and 499 employees), 88 were in medium bargaining units (500 to 1,999 employees), and 34 were in large bargaining units with 2,000 employees or more.

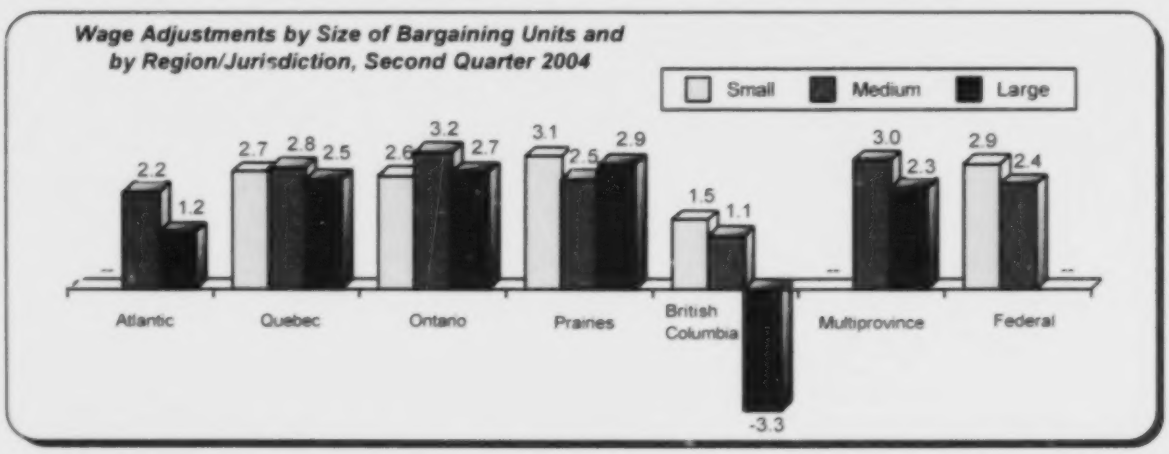
SMALL bargaining units reported an average increase of **2.8 per cent. Public sector** settlements provided an average increase of **3.0 per cent,** higher than the **private sector** wage adjustment of **2.6 per cent.** On an industry basis, the **finance and professional services** sector had the highest wage adjustment at **3.6 per cent** while the **wholesale and retail trade** sector reported the lowest increase at **1.3 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.1 per cent** in the **Prairie Provinces** to a low of **1.5 per cent** in **British Columbia.**



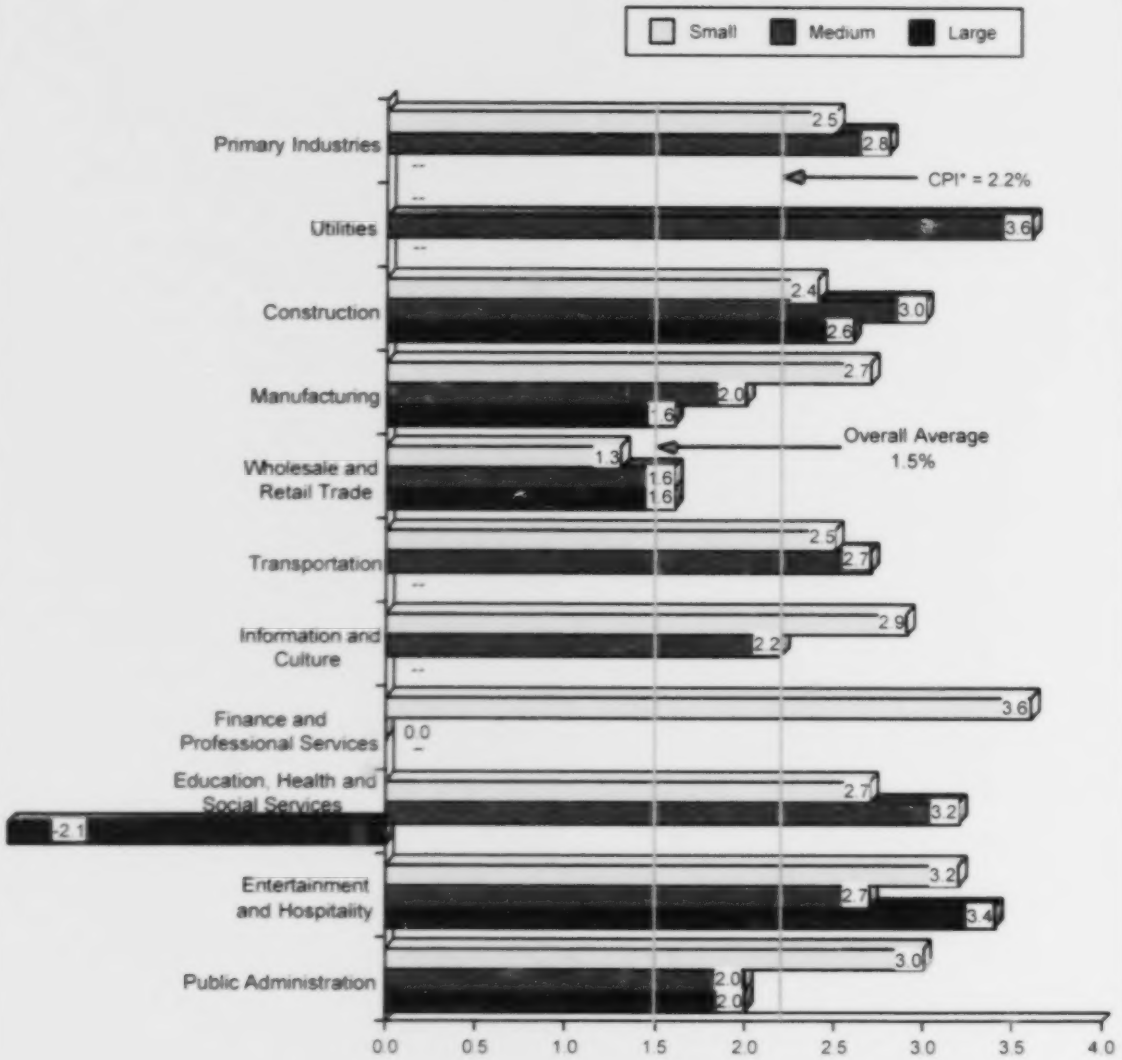
MEDIUM bargaining units reported a second quarter average wage increase of **2.7 per cent. Public sector** settlements resulted in an average increase of **2.8 per cent,** compared to the **private sector** figure of **2.6 per cent.** On an industry basis, the **utilities** sector had the highest wage adjustment at **3.6 per cent** while the **wholesale and retail trade** sector reported the lowest increase at **1.6 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.2 per cent** in **Ontario** to a low of **1.1 per cent** in **British Columbia.**



LARGE bargaining units reported a wage increase of **0.9 per cent.** Settlements in the **public sector** provided an average adjustment of **minus 1.6 per cent** while the **private sector** resulted in an average increase of **2.5 per cent.** On an industry basis, the **entertainment and hospitality** sector had the highest wage adjustment at **3.4 per cent** while the **education, health and social services** sector reported the lowest adjustment at **minus 2.1 per cent.** On a regional/jurisdictional basis, average adjustments ranged from a high of **2.9 per cent** in the **Prairie Provinces** to a low of **minus 3.3 per cent** in **British Columbia.**



Percentage Wage Adjustments
by Size of Bargaining Units and by Industry
Second Quarter 2004



* Per cent change from the same period last year.

SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN JUNE 2004

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Primary Industries (1 agreement)					
Services Minéraux Industriels Inc., mine employees, Saint-Honoré, Que.	140	2.5 *	2.3	48	2008-04-30
Construction (1 agreement)					
Industrial Contractors Association of Alberta, truck drivers, province-wide, Alta.	350	2.3	0.0	48	2007-04-30
Manufacturing (2 agreements)					
Datamark Systems, printing employees, Lasalle, Que.	230	3.5	3.6	48	2007-12-31
Exeltor Inc., plant and maintenance employees, Bedford, Que.	180	1.9	1.2	36	2007-05-02
Transportation (5 agreements)					
Calgary Handi-Bus Association, bus drivers, Calgary, Alta.	210	3.4	3.5	36	2006-12-31
Canadian National Railway Company, operating employees, system-wide	200	3.0	3.0	36	2006-12-31
First Bus Canada Limited, bus drivers, Ottawa, Ont.	230	3.0	3.0	36	2005-12-31
Montreal Airports, administrative services employees, Montréal, Que.	160	2.1	2.0	48	2007-12-19
Saskatchewan Wheat Pool, office employees, Regina, Sask.	180	2.3	2.0	36	2006-01-31
Information and Culture (4 agreements)					
CFCF Inc. (Div. CFCF-TV), broadcast and TV employees, Montréal, Que.	130	4.7 *	4.4	60	2007-12-31
Global Communications Limited, Global Television News, broadcast and TV employees, Toronto, Ont.	120	2.0	2.0	36	2006-09-30
La Presse ltée, print media employees, Montréal, Que.	120	1.8	0.0	84	2008-12-31
National Gallery of Canada, office employees, Ottawa, Ont.	220	3.0	4.5	36	2006-06-30
Finance and Professional Services (1 agreement)					
Canadian Press and Broadcast News Limited, news reporting service, Toronto, Ont.	300	1.7	2.0	14	2005-02-14
Education, Health and Social Services (2 agreements)					
Governors of The University of Lethbridge, office employees, Lethbridge, Alta.	350	3.8	3.8	12	2005-06-30
Peace River School Division No. 10, elementary and secondary teachers, Peace River, Alta.	210	2.3	2.3	12	2004-08-31
Entertainment and Hospitality (1 agreement)					
Delta Meadowvale Resort and Conference Centre, hotel and restaurant employees, Mississauga, Ont.	250	3.3	4.7	48	2008-05-05
Public Administration (1 agreement)					
City of Calgary, para-medical technical employees, Calgary, Alta.	350	3.0	3.7	30	2006-06-30

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Gatineau region *(819) 997-3117*
http://www.hrsdc.gc.ca/en/lp/wid/info.shtml

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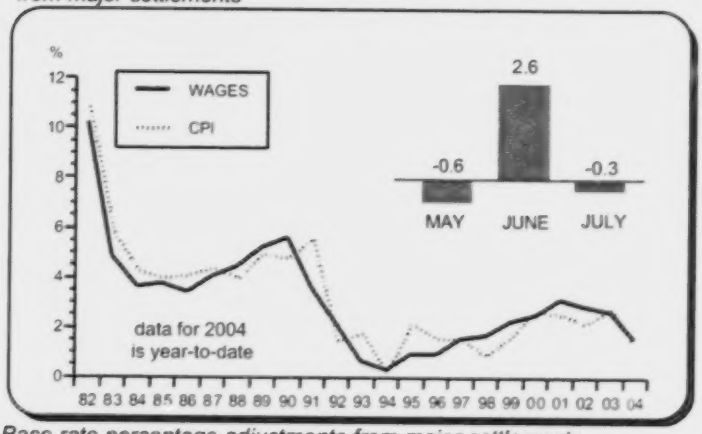
Workplace Information / Information sur les milieux de travail

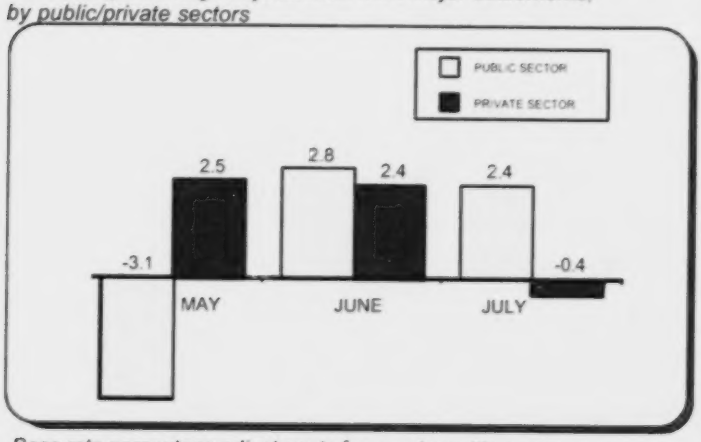
The Wage Settlements Bulletin

September 2004
Volume 15, Issue 9

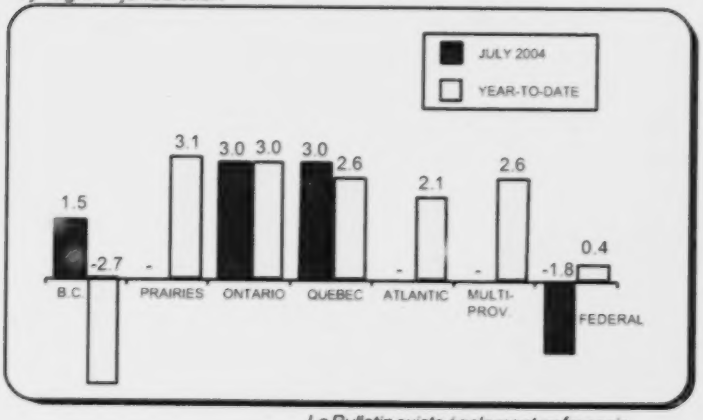
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for July 2004

Base-rate wage adjustments from major collective bargaining settlements reached in **July 2004** averaged **-0.3 per cent** annually over the contract term, down from the 2.6 per cent average in June, and the 2.5 per cent annual figure for 2003 as a whole. The results for July 2004 are based on a review of 18 settlements covering 45,420 employees.

When the parties to these same settlements previously negotiated, contract duration averaged 21.9 months and the resulting wage adjustments averaged -0.2 per cent, compared to the -0.3 per cent in their current round of settlements and average contract duration of 33.5 months.

The current negative wage adjustment was due mainly to several Air Canada and Air Canada Jazz agreements with wage adjustments varying from cuts of 10 per cent to wage freezes. The negative wage adjustment recorded in the previous round of negotiations was also due to the Air Canada wage cuts in their predecessor agreements last year.

The largest concentration of employees (94.4 per cent) was in the private sector. Wage increases for 42,880 employees in 15 **private-sector** agreements averaged **-0.4 per cent**. **Public sector** wage adjustments averaged **2.4 per cent** for 2,540 employees in only 3 agreements.

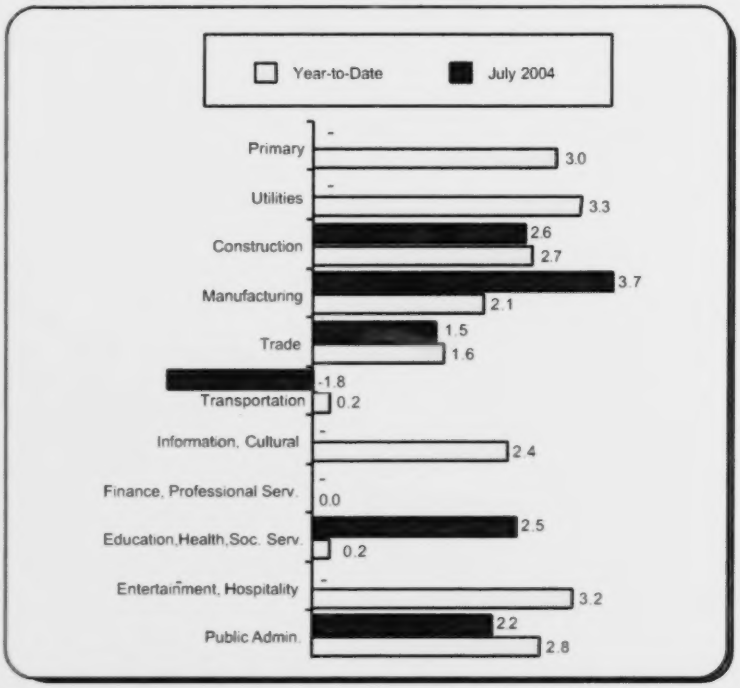
Excluding the Air Canada agreements, the remaining 10 major settlements in the **private sector** averaged increases of **2.7 per cent**; the aggregate national average would also change from -0.3 per cent to 2.6 per cent without the Air Canada settlements.

Canada

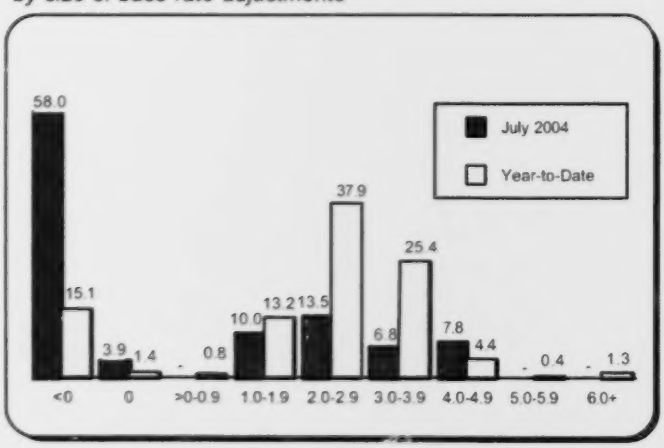
On a regional/jurisdictional basis, average wage adjustments in July were largest in both Ontario and Quebec, at 3.0 per cent. The smallest average wage adjustment was recorded in the Federal jusrisdiction at -1.8 per cent. In British Columbia wage increases averaged 1.5 per cent.

On an industry basis, average wage adjustments in July 2004 ranged from wage cuts averaging **-1.8 per cent** in the **transportation** sector, to a high of **3.7 per cent** in the **manufacturing** sector. The largest concentration of employees (64.9%) was also in the **transportation** sector (mostly the air-transport sub-sector). Wage adjustments averaged **1.5 per cent** in the **trade** sector (a single agreement, Westfair Foods covering 4,000 employees). In **public administration**, a single agreement provided 1,300 employees with wage increases averaging **2.2 per cent** and in the **education, health and social services** sector, 2 agreements provided 1,240 employees with wage gains averaging **2.5 per cent**. In the **construction** sector, wage increases averaged **2.6 per cent** for 4,810 workers in 3 agreements.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, July 2004

	Agreements	Employees
Atlantic Provinces	-	-
Quebec	1	500
Ontario	10	11,430
Prairie Provinces	-	-
British Columbia	1	4,000
Multiprovince	-	-
Federal	6	29,490

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	2001	2002	2003	2003		2004		Year to	2004		
				3	4	1	2	Date	May	June	July
All Industries/Jurisdictions											
Average Annual Adjustment	3.2	2.8	2.5	3.1	2.0	2.8	1.3	1.5	-0.6	2.6	-0.3
Non-COLA	3.2	2.8	2.5	3.3	2.0	2.6	1.3	1.4	-0.6	2.6	-0.7
COLA	3.3	3.5	2.5	2.9	2.1	3.8	2.3	3.2	2.9	2.3	3.5
First Year Increase	3.5	3.0	2.5	3.3	1.8	2.8	-0.2	0.4	-2.9	2.3	-1.7
Non-COLA	3.5	3.0	2.6	3.6	1.9	2.6	-0.3	0.2	-3.0	2.3	-2.4
COLA	3.7	4.2	2.2	2.8	1.6	4.2	2.3	3.5	3.0	2.3	3.9
Industries											
Primary	2.6	2.1	2.7	-	-	3.1	2.8	3.0	-	2.8	-
Utilities	2.5	2.4	2.4	2.6	2.6	3.2	3.6	3.3	-	3.6	-
Construction	3.2	1.2	2.7	1.8	3.5	2.6	2.7	2.7	2.7	2.8	2.6
Manufacturing	2.6	3.5	2.4	2.3	2.6	2.3	1.8	2.1	1.8	1.8	3.7
Wholesale and Retail Trade	1.6	1.8	1.3	3.1	1.3	2.7	1.6	1.6	-	1.7	1.5
Transportation	2.9	2.8	1.6	2.9	2.5	3.1	2.8	0.2	2.3	2.5	-1.8
Information and Cultural Industries	3.2	3.0	2.2	3.0	2.8	2.7	2.2	2.4	-	2.2	-
Finance, Professional Services	2.0	2.1	2.5	2.5	3.1	-	0.0	0.0	-	0.0	-
Education, Health, Social Services	3.5	3.0	3.4	4.3	3.6	2.4	-0.9	0.2	-3.6	2.9	2.5
Entertainment,Hospitality Industry	4.0	2.5	2.6	1.8	2.6	-	3.2	3.2	3.2	-	-
Public Administration	3.1	2.6	2.3	3.0	1.2	3.4	2.0	2.8	1.5	2.4	2.2
Jurisdictions											
Newfoundland and Labrador	5.0	6.6	3.1	5.0	2.2	-	1.2	1.2	1.2	-	-
Prince Edward Island	3.1	4.9	3.2	-	3.0	3.2	2.0	2.4	-	2.0	-
Nova Scotia	3.7	2.4	3.3	3.3	2.0	3.3	4.0	3.5	5.7	3.6	-
New Brunswick	3.4	2.7	2.8	-	2.9	3.4	2.1	3.0	-	-	-
Quebec	2.7	2.1	2.2	1.9	2.3	3.0	2.5	2.6	1.9	2.9	3.0
Ontario	2.9	3.0	3.3	3.7	2.9	3.1	2.9	3.0	2.9	2.5	3.0
Manitoba	2.5	4.0	2.8	3.8	2.7	3.2	2.7	2.9	3.5	-	-
Saskatchewan	2.9	4.0	3.0	3.1	-	-	1.4	1.4	0.5	1.8	-
Alberta	5.1	4.5	3.0	3.3	3.6	3.7	2.9	3.3	2.5	3.0	-
British Columbia	3.3	1.9	1.3	2.5	0.8	-1.2	-3.1	-2.7	-5.6	1.7	1.5
Multiprovince	3.0	3.3	2.5	1.8	2.5	-	2.6	2.6	2.3	3.0	-
Federal Jurisdiction	3.0	2.8	1.8	3.1	3.0	3.1	2.4	0.4	2.3	1.9	-1.8
Public Sector	3.4	2.9	2.9	3.2	2.2	2.8	-0.4	0.9	-3.1	2.8	2.4
Private Sector	3.0	2.6	1.2	2.3	1.6	2.7	2.5	2.1	2.5	2.4	-0.4
Consumer Price Index	2.6	2.2	2.8	2.1	1.7	0.9	2.2	1.6	2.5	2.5	2.3

Data for the month of July are preliminary.

MAJOR SETTLEMENTS REACHED IN JULY 2004

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Construction (3 agreements)	**4,810**	**2.6**	**2.5**	**36**	
National Capital Road Builders Association, labourers, Ottawa, Ont.	1,210	3.1	3.4	36	2007-04-30
Ontario Painting Contractors Association, painters, province-wide, Ont.	3,000	2.4	2.0	36	2007-04-30
Terrazzo, Tile and Marble Guild of Ontario Inc., masonry workers, province-wide, Ont.	600	2.7	3.1	36	2007-04-30
Manufacturing (5 agreements)	**4,580**	**3.7**	**4.5**	**36**	
Aciers Canam (div. de le Groupe Canam Manac Inc.), production, St-Gédéon-de-Beauce, Que.	500	3.0	3.0	36	2007-01-31
Algoma Steel Inc., administrative services employees, Sault Ste. Marie, Ont.	500	4.3 *	6.2	36	2007-07-31
Algoma Steel Inc., production, Sault Ste. Marie, Ont.	2,500	4.0 *	4.5	36	2007-07-31
Siemens Automotive Inc., North American Operations Div., plant and maintenance employees, London, Ont.	530	1.6 *	0.8	36	2007-07-15
TDS Automotive, production, Whitby, Ont.	550	4.4	8.0	36	2007-07-09
Wholesale and Retail Trade (1 agreement)	**4,000**	**1.5**	**0.0**	**75**	
Westfair Foods Ltd., retail employees, province-wide, B.C.	4,000	1.5	0.0	75	2009-07-31
Transportation (6 agreements)	**29,490**	**-1.8**	**-3.9**	**26.4**	
Air Canada Regional Inc., aircraft maintenance, system-wide	870	0.0	0.0	24	2006-07-31
Air Canada, aircraft maintenance, system-wide	13,040	-1.2	-2.4	25	2006-06-30
Air Canada, flight attendants, system-wide	7,110	-4.9	-10.0	25	2006-06-29
Air Canada, passenger agents, system-wide	6,200	-1.3	-2.5	24	2006-06-04
CANPAR Transport Ltd., truck drivers, system-wide	1,370	3.0 *	3.0	60	2009-10-31
Jazz Air Inc., (Air Canada Jazz), customer service, system-wide	900	0.0	0.0	24	2006-07-31
Education, Health and Social Services (2 agreements)	**1,240**	**2.5**	**2.7**	**36**	
Board of Governors of Ryerson Polytechnic University, office employees, Toronto, Ont.	690	2.7	2.5	36	2007-06-30
Hamilton-Wentworth District School Board, custodial, Hamilton, Ont.	550	2.3	3.0	36	2006-08-31
Public Administration (1 agreement)	**1,300**	**2.2**	**0.0**	**48**	
Regional Municipality of Durham, inside employees, Whitby, Ont.	1,300	2.2	0.0	48	2008-03-31
Agreements with COLA (4 agreements)	**4,900**	**3.5 ***	**3.9**	**42.7**	
Agreements without COLA (14 agreements)	**40,520**	**-0.7**	**-2.4**	**32.4**	
All Agreements (18 agreements)	**45,420**	**-0.3**	**-1.7**	**33.5**	

Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	113,000	B/CO/ARB	May02-Aug
•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	B/CO	Dec.02-Se
•Canada Revenue Agency	PSAC and PIPSC	41,480	CO/WS	Oct. 03/De
•Iron Ore Company of Canada (Nfld. and Lab.)	Steelworkers	1,100	WS	Feb. 04
•Government of Nova Scotia	CUPE (public works)	1,600	PCB	Oct. 02
•Capital District Health (N.S.)	NSGEU	4,800	B	Oct. 03
•Nova Scotia Health Organizations	CUPE	3,300	B	Mar. 04
•Government of New Brunswick	CUPE (health)	5,800	CO	June 03
•Government of New Brunswick	nurses	5,000	CO/TENT	Dec. 03
•Government of New Brunswick	teachers	7,600	CO	Feb. 04
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	TENT	various
•Government of Quebec	various unions	323,470	B/MED	June 02/ 0
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	CO	Dec. 02
•Aluminerie de Bécancour	Syndicat des employés de l'Aluminerie de Bécancour	800	WS	June 04
•City of Montréal	CUPE	6,860	ARB	April 02
•Ontario Nursing Homes	SEIU	3,200	B	Dec. 03
•Ontario Construction	various unions	7,000	B/CO	April 04
•Ontario Hospital Association	nurses	40,000	B	Mar. 04
•Government of Ontario	AEEGAPCO	6,000	B	Mar. 04
•Manitoba Construction	various unions	1,000	WS	April 04
•Regional Health Authorities of Manitoba	CUPE	11,000	B	June 04
•Government of Saskatchewan	Sask. Govt. and Gen. Empls. Union	9,860	B	Aug. 03
•Government of Saskatchewan	teachers	12,400	B	Aug. 04
•Saskatchewan Assn. of Health Orgs.	various unions	24,530	B	Mar. 04
•Sask Power	CEP and IBEW	1,980	B/MED	Dec. 03
•Alberta Boards of Education/Trustees (Calgary and Edmonton)	ATA	13,360	B/TENT	Aug. 03
•Health Authorities of Alberta	AUPE	20,000	B	Mar. 04
•Government of Alberta	AUPE	20,000	B	Aug. 04
•Alberta Construction	various unions	6,500	MED	April 03
•TELUS (B.C. and Alta.)	TWU	10,500	ARB	Dec. 00
•B.C. Ferry Corp.	B.C. Ferry and Marine Workers	4,400	ARB	Dec. 03
•Health Employers of British Columbia	nurses/paramedical professionals	39,000	TENT	Mar. 04
•B.C. Construction	various unions	26,000	MED	April 04
•CP / CN	various unions	15,380	B/CO/TENT	Dec. 02/ 0
•Entourage	CEP	2,480	B	Sept. 04

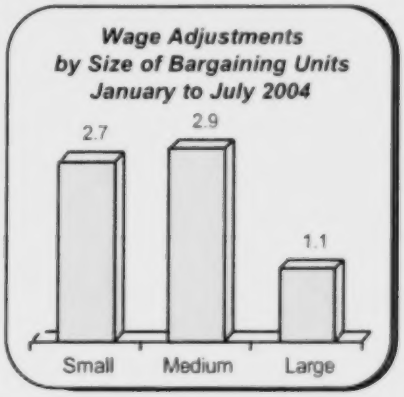
Status*:

ARB	arbitration	MED	mediation	PMB	post-mediation bargain
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

Year-to-Date Wage Data for Small, Medium and Large Bargaining Units

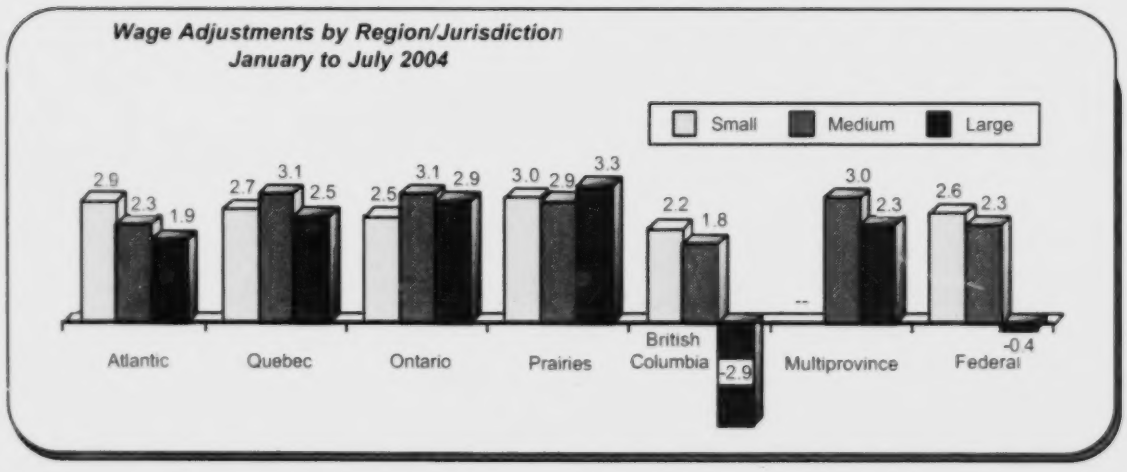
Among the 290 collective bargaining settlements reached to date (January to July), 76 settlements were in small bargaining units (between 100 and 499 employees), 157 were in medium bargaining units (500 to 1,999 employees), and 57 were in large bargaining units with 2,000 employees and over.

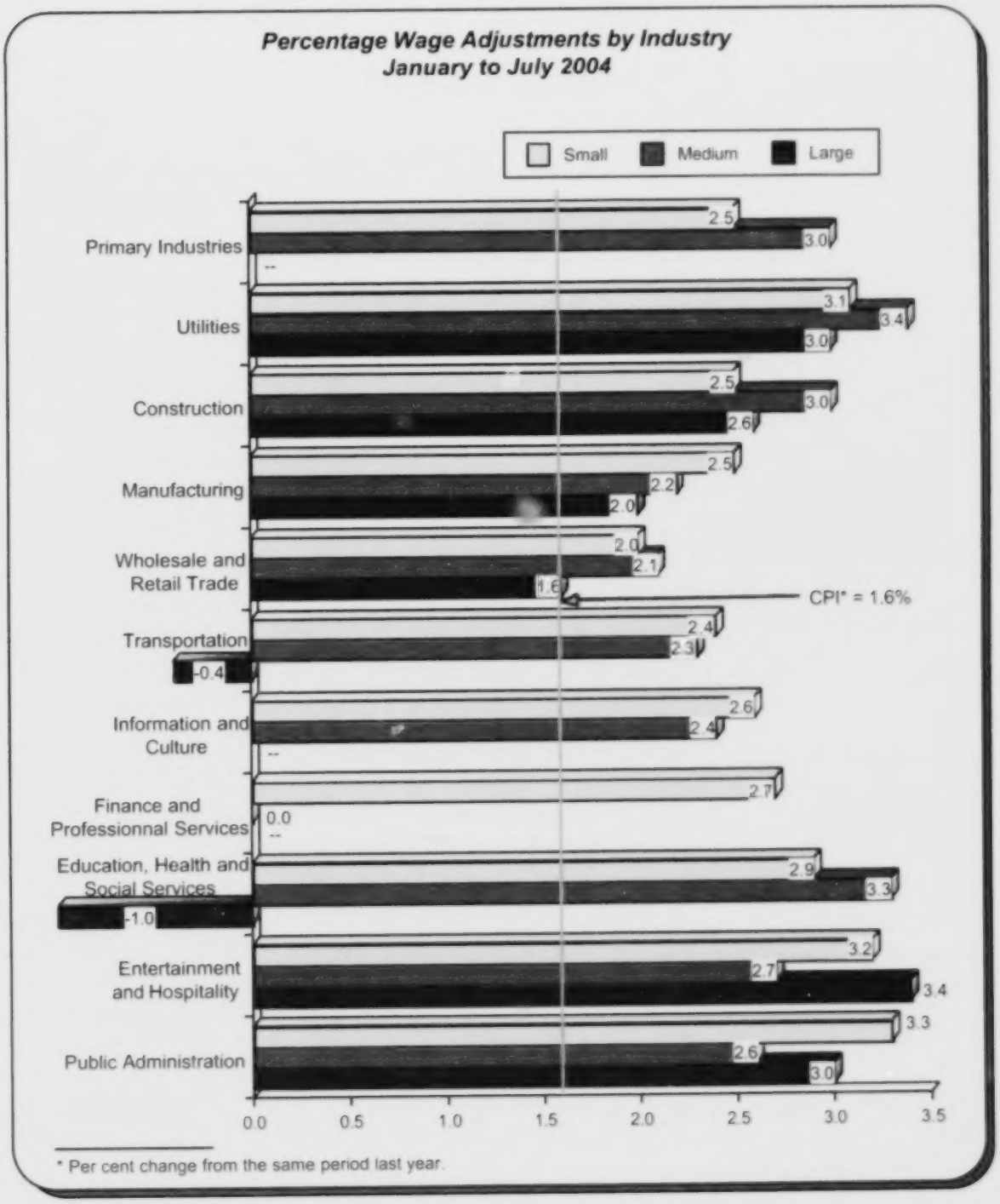
SMALL bargaining units reported an average increase of **2.7 per cent. Public-sector** settlements provided an average increase of **3.0 per cent,** higher than the **private-sector** wage adjustments of **2.5 per cent.** On an industry basis, the **public administration** sector had the highest wage adjustment at **3.3 per cent** while **wholesale and retail trade** reported the lowest average at **2.0 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.0 per cent** in the **Prairies** to a low of **2.2 per cent** in **British Columbia.**



MEDIUM bargaining units reported an average wage increase of **2.9 per cent. Public-sector** settlements resulted in an average increase of **3.0 per cent,** compared to the **private-sector** figure of **2.6 per cent.** On an industry basis, the **utilities sector** had the highest wage adjustment at **3.4 per cent** while **wholesale and retail trade** reported the lowest average at **2.1 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.1 per cent** in **Quebec** and **Ontario** to a low of **1.8 per cent** in **British Columbia.**

LARGE bargaining units reported a wage increase of **1.1 per cent.** Settlements in the **public sector** resulted in an average adjustment of **minus 0.1 per cent** compared to **1.9 per cent** in the **private sector.** On an industry basis, the **entertainment and hospitality** sector had the highest wage adjustment at **3.4 per cent** while the **education, health and social services** sector reported the lowest adjustment at **minus 1.0 per cent.** On a regional/jurisdictional basis, average adjustments ranged from a high of **3.3 per cent** in the **Prairies** to a low of **minus 2.9 per cent** in **British Columbia.**




Percentage Wage Adjustments by Industry
January to July 2004
Small
Medium
Large
Primary Industries
2.5
3.0
--
Utilities
3.1
3.4
3.0
Construction
2.5
3.0
2.6
Manufacturing
2.5
2.2
2.0
Wholesale and Retail Trade
2.0
2.1
1.6
CPI* = 1.6%
Transportation
2.4
2.3
-0.4
Information and Culture
2.6
2.4
--
Finance and Professionnal Services
2.7
0.0
--
Education, Health and Social Services
2.9
3.3
-1.0
Entertainment and Hospitality
3.2
2.7
3.4
Public Administration
3.3
2.6
3.0
0.0
0.5
1.0
1.5
2.0
2.5
3.0
3.5
* Per cent change from the same period last year.

SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN JULY 2004

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Construction (2 agreements)					
Construction Labour Relations-Alberta Association, sheet metal workers, province-wide, Alta.	200	2.3	0.0	48	2007-04-30
Electrical Contractors Association of New Brunswick Inc., electricians, province-wide, N.B.	350	2.7	2.2	24	2005-12-31
Manufacturing (6 agreements)					
Canadian Forest Products Ltd. (Mackenzie Sawmill), mill employees, Mackenzie, B.C.	390	1.8	0.0	72	2009-06-30
Canadian Forest Products Ltd., North Central Plywoods Div., mill employees, Prince George, B.C.	230	1.8	0.0	72	2009-06-30
Compagnie Abitibi-Consolidated du Canada (Belgo Div.), plant and maintenance employees, Shawinigan, Que.	490	2.5	3.2	60	2009-04-30
Compagnie Abitibi-Consolidated du Canada, production, Grand-Mère, Que.	430	2.5	3.2	60	2009-04-30
Compagnie Abitibi-Consolidated du Canada, service and maintenance employees, Beaupré, Que.	260	2.5	3.2	60	2009-04-30
J.S. McMillan Fisheries Ltd., plant and maintenance employees, Prince Rupert, B.C.	100	1.7	0.0	36	2006-12-31
Transportation (1 agreement)					
Air Canada, office employees, System-Wide	380	-1.9	-4.0	25	2006-06-30
Finance and Professional Services (1 agreement)					
Desjardins Sécurité Financière, office employees, Montréal, Que.	160	2.0	2.0	36	2006-12-31

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Gatineau region *(819) 997-3117*
http://www.hrsdc.gc.ca/en/lp/wid/info.shtml

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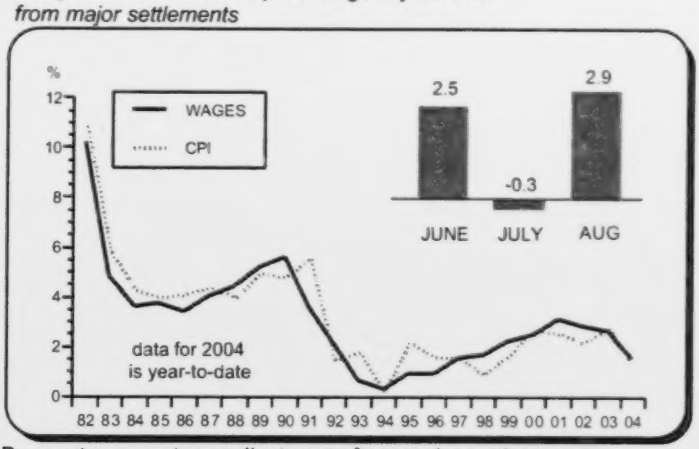
Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

Workplace Information
Information sur les milieux de travail

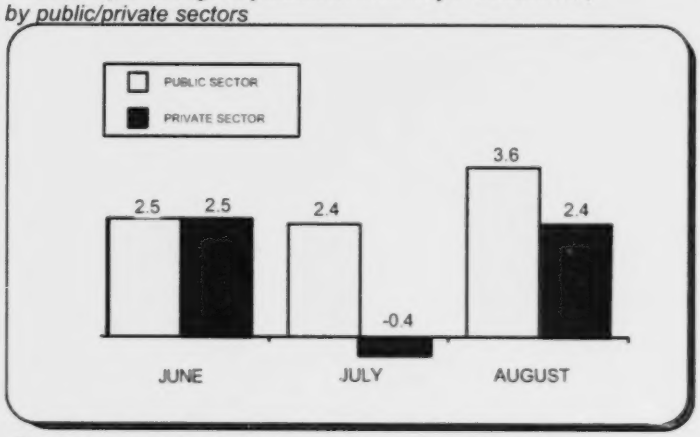
The Wage Settlements Bulletin

October 2004
Volume 15, Issue 10

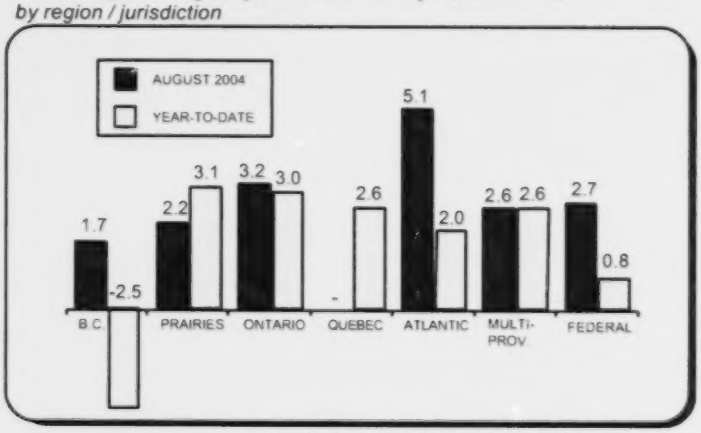
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for August 2004

Base-rate wage adjustments from major collective bargaining settlements reached in **August 2004** averaged **2.9 per cent** annually over the contract term, up from the -0.3 per cent average in July, and the 2.6 per cent annual figure for 2003 as a whole. The results for August 2004 are based on a review of 22 settlements covering 35,050 employees.

When the parties to these same settlements previously negotiated, contract duration averaged 37.9 months and the resulting wage adjustments averaged 3.6 per cent, compared to the 2.9 per cent in their current round of settlements and average contract duration of 37.8 months.

Wage adjustments in August ranged from a wage freeze for 570 employees at Globeground North America in British Columbia to 5.1 per cent for 3,100 health-care workers with the Capital District Health Authority in Nova Scotia. The majority of employees (53.4%) covered in August settlements received increases in the 2.0 to 2.9 per cent range.

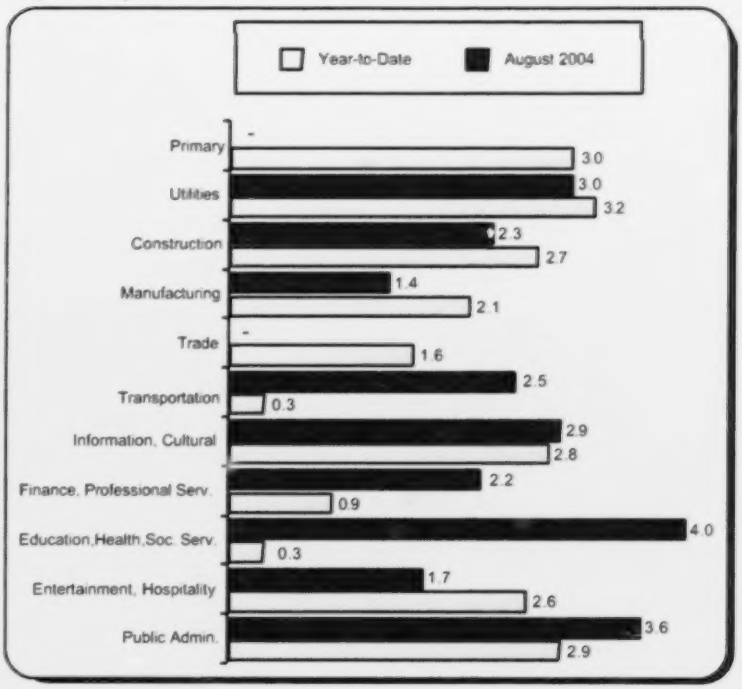
Private sector wage increases averaged **2.4 per cent** for 20,610 employees in 8 agreements. **Public sector** wage increases averaged **3.6 per cent** for 14,440 employees in 14 agreements.

On a regional/jurisdictional basis, Nova Scotia posted the largest average increase in August, at 5.1 per cent. The smallest average wage adjustment was recorded in British Columbia at 1.7 per cent. In the Prairies, wage increases averaged 2.2 per cent; the Multi-province sector posted an increase of 2.6 per cent; the Federal jurisdiction averaged wage adjustments of 2.7 per cent and Ontario wage increases averaged 3.2 per cent.

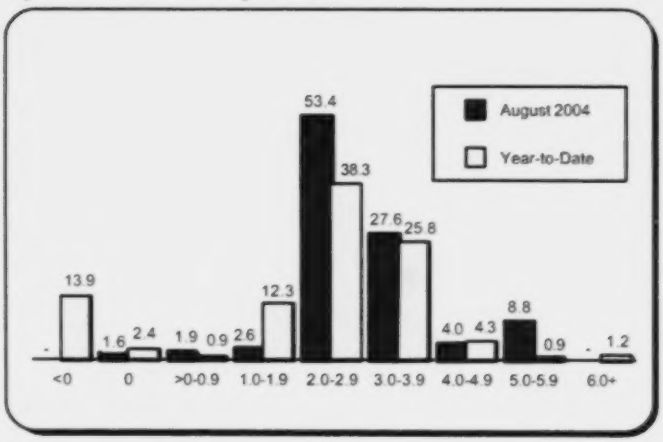
Canada

On an industry basis, average wage adjustments in August 2004 ranged from a low of **1.4 per cent** in the **manufacturing** sector, to a high of **4.0 per cent** in the **education, health and social services** sector. The largest concentration of employees (20.9%) was also in the **education, health and social services** sector. Wage adjustments averaged **1.7 per cent** in the **entertainment and hospitality** sector. In the **finance sector**, a single agreement provided 540 employees with a wage increase averaging **2.2 per cent** and in the **information and culture** sector, another single agreement provided 7,190 employees with a wage increase of **2.9 per cent**. In **construction**, 2 agreements provided 6,600 employees with wage gains averaging **2.3 per cent** and in the **transportation** sector, wage increases averaged **2.5 per cent** for 4,200 workers in 5 agreements. In **public administration**, 3 agreements provided 2,950 employees with wage increases averaging **3.6 per cent**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, August 2004

	Agreements	Employees
Atlantic Provinces	1	3,100
Quebec	-	-
Ontario	9	9,930
Prairie Provinces	2	5,640
British Columbia	2	2,850
Multiprovince	1	1,600
Federal	7	11,930

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	2001	2002	2003	2003		2004		Year to	2004		
				3	4	1	2	Date	Jun	Jul	Aug
All Industries/Jurisdictions											
Average Annual Adjustment	3.2	2.8	2.5	3.1	2.0	2.8	1.3	1.6	2.5	-0.3	2.9
Non-COLA	3.2	2.8	2.5	3.3	2.0	2.6	1.3	1.5	2.5	-0.7	2.9
COLA	3.3	3.5	2.5	2.9	2.1	3.8	2.3	3.1	2.3	3.5	2.8
First Year Increase	3.5	3.0	2.5	3.3	1.8	2.8	-0.2	0.6	2.3	-1.7	2.5
Non-COLA	3.5	3.0	2.6	3.6	1.9	2.6	-0.3	0.3	2.3	-2.4	2.4
COLA	3.7	4.2	2.2	2.8	1.6	4.2	2.3	3.2	2.2	3.9	2.6
Industries											
Primary	2.6	2.1	2.7	-	-	3.1	2.8	3.0	2.8	-	-
Utilities	2.5	2.4	2.4	2.6	2.6	3.2	3.6	3.2	3.6	-	3.0
Construction	3.2	1.2	2.7	1.8	3.5	2.6	2.7	2.7	2.9	2.6	2.3
Manufacturing	2.6	3.5	2.4	2.3	2.6	2.3	1.8	2.1	1.9	3.7	1.4
Wholesale and Retail Trade	1.6	1.8	1.3	3.1	1.3	2.7	1.6	1.6	1.7	1.5	-
Transportation	2.9	2.8	1.6	2.9	2.5	3.1	2.8	0.3	2.5	-1.8	2.5
Information and Cultural Industries	3.2	3.0	2.2	3.0	2.8	2.7	2.2	2.8	2.2	-	2.9
Finance and Professional Services	2.0	2.0	2.5	2.5	3.1	-	0.0	0.9	0.0	-	2.2
Education, Health, Social Services	3.5	3.0	3.4	4.3	3.6	2.4	-0.9	0.3	2.5	2.5	4.0
Entertainment,Hospitality Industry	4.0	2.5	2.6	1.8	2.6	-	3.2	2.6	-	-	1.7
Public Administration	3.1	2.6	2.3	3.0	1.2	3.4	2.1	2.9	2.4	2.2	3.6
Jurisdictions											
Newfoundland and Labrador	5.0	6.6	3.1	5.0	2.2	-	0.9	0.9	0.0	-	-
Prince Edward Island	3.1	4.9	3.2	-	3.0	3.2	2.0	2.4	2.0	-	-
Nova Scotia	3.7	2.4	3.3	3.3	2.0	3.3	4.0	4.0	3.6	-	5.1
New Brunswick	3.4	2.7	2.8	-	2.9	3.4	2.1	3.0	-	-	-
Quebec	2.7	2.1	2.2	1.9	2.3	3.0	2.5	2.6	2.9	3.0	-
Ontario	2.9	3.0	3.3	3.7	2.9	3.1	2.9	3.0	2.6	3.0	3.2
Manitoba	2.5	4.0	2.8	3.8	2.7	3.2	2.7	2.9	-	-	-
Saskatchewan	2.9	4.0	3.0	3.1	-	-	1.4	1.4	1.8	-	-
Alberta	5.1	4.5	3.0	3.3	3.6	3.7	2.9	3.2	3.0	-	2.2
British Columbia	3.3	1.9	1.3	2.5	0.8	-1.2	-3.1	-2.5	1.7	1.5	1.7
Multi-Province	3.0	3.3	2.5	1.8	2.5	-	2.6	2.6	3.0	-	2.6
Federal Jurisdiction	3.0	2.8	1.8	3.1	3.0	3.1	2.4	0.8	1.9	-1.8	2.7
Public Sector	3.4	2.9	2.9	3.2	2.2	2.8	-0.4	1.0	2.5	2.4	3.6
Private Sector	3.0	2.6	1.2	2.3	1.6	2.7	2.5	2.1	2.5	-0.4	2.4
Consumer Price Index	2.6	2.2	2.8	2.1	1.7	0.9	2.2	1.7	2.5	2.3	1.9

Data for the month of August are preliminary.

MAJOR SETTLEMENTS REACHED IN AUGUST 2004

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Utilities (1 agreement)	**2,480**	**3.0**	**3.0**	**36**	
Bruce Power LP (General Partner Bruce Power Inc.), general trades, province-wide, Ont.	2,480	3.0 *	3.0	36	2006-12-31
Construction (2 agreements)	**6,600**	**2.3**	**0.6**	**45.1**	
Canadian Automatic Sprinkler Association, plumbers and pipefitters, Canada-Wide	1,600	2.6	2.6	36	2007-04-30
Construction Labour Relations-Alberta Association, plumbers and pipefitters, province-wide, Alta.	5,000	2.2	0.0	48	2007-04-30
Manufacturing (1 agreement)	**920**	**1.4**	**0.1**	**26**	
Uniroyal Goodrich Tire Manufacturing, production, Kitchener, Ont.	920	1.4 *	0.1	26	2006-07-22
Transportation (5 agreements)	**4,200**	**2.5**	**2.5**	**32.7**	
Globeground North America, Vancouver Airport, baggage handlers and ramp attendants, Vancouver Int'l. Airport, B.C.	570	0.0	0.0	12	2005-08-31
Government of Canada, ship's officers, Canada-wide	950	2.5	2.5	36	2006-03-31
Via Rail Canada Inc., non-operating employees, system-wide	1,110	3.0	3.0	36	2006-12-31
Via Rail Canada Inc., shopcraft employees, system-wide	710	3.0	3.0	36	2006-12-31
Via Rail Canada Inc., sleeping; dining and parlour car employees, system-wide	860	3.0	3.0	36	2006-12-31
Information and Culture (1 agreement)	**7,190**	**2.9**	**2.8**	**48**	
Bell Canada, craft and service employees, Ont. and Que.	7,190	2.9 *	2.8	48	2007-11-30
Finance and Professional Services (1 agreement)	**540**	**2.2**	**2.5**	**24**	
National Research Council of Canada, support employees, Canada-Wide	540	2.2	2.5	24	2005-04-30
Education, Health and Social Services (6 agreements)	**7,320**	**4.0**	**3.8**	**31**	
Capital District Health Authority, health and social care professionals, Halifax Area, N.S.	3,100	5.1	5.1	36	2006-10-31
Central Care Corporation Limited (Nursing Home), non-medical employees, Sarnia, Ont.	600	2.1	2.9	39	2007-03-31
Chinook's Edge School Division No. 73, elementary and secondary teachers, Red Deer, Alta.	640	2.3	2.3	12	2004-08-31
Toronto District School Board, trades, Toronto, Ont.	700	3.0	3.0	12	2004-08-31
University of Western Ontario, teaching assistants, London, Ont.	1,400	4.1	3.0	24	2006-08-31
University of Windsor, academic staff, Windsor, Ont.	880	3.4	3.0	48	2008-06-30
Entertainment and Hospitality (2 agreements)	**2,850**	**1.7**	**1.5**	**36**	
Cara Operations Ltd., hotel and restaurant employees, Vancouver Int'l. Airport, B.C.	650	0.7	0.0	36	2007-07-31
Pacific National Exhibition, service and maintenance employees, Vancouver, B.C.	2,200	2.0	2.0	36	2006-12-31
Public Administration (3 agreements)	**2,950**	**3.6**	**3.9**	**30.5**	
London Police Services Board, police officers, London, Ont.	510	3.9	4.3	24	2005-12-31
Regional Municipality of Durham Police Services Board, police officers, Oshawa, Ont.	840	3.9	4.3	24	2005-12-31
Regional Municipality of Peel Police Services Board, police officers, Brampton, Ont.	1,600	3.4	3.5	36	2006-12-31
Agreements with COLA (3 agreements)	**10,590**	**2.8 ***	**2.6**	**43.3**	
Agreements without COLA (19 agreements)	**24,460**	**2.9**	**2.4**	**35.5**	
All Agreements (22 agreements)	**35,050**	**2.9**	**2.5**	**37.8**	

**Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	120,830	B/CO/ ARB/TENT	May02-Dec.04
•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	B/CO	Dec.02-Sept.03
•Canada Revenue Agency	PSAC and PIPSC	41,480	CO/TENT	Oct. 03/Dec.03
•Government of Nova Scotia	CUPE (public works)	1,600	PCB	Oct. 02
•Capital District Health (N.S.)	NSGEU	4,800	B	Oct. 03
•Nova Scotia Health Organizations	CUPE	3,300	B	Mar. 04
•Government of New Brunswick	CUPE (health)	5,800	WS	June 03
•Government of New Brunswick	teachers	7,600	CO	Feb. 04
•Government of Quebec	various unions	323,470	B/MED	June 02/ 03
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	B/CO	Dec. 02
•Aluminerie de Bécancour	Syndicat des employés de l'Aluminerie de Bécancour	800	WS	June 04
•Ontario Nursing Homes	SEIU	3,200	B	Dec. 03
•Ontario Construction	various unions	7,000	B/CO	April 04
•Ontario Hospital Association	nurses	40,000	B	Mar. 04
•Government of Ontario	AMAPCEO	6,000	B	Mar. 04
•Regional Health Authorities of Manitoba	CUPE/nurses	22,000	B	June/Sept. 04
•Government of Saskatchewan	Sask. Govt. and Gen. Empls. Union	9,860	TENT	Aug. 03
•Government of Saskatchewan	teachers	12,400	B	Aug. 04
•Saskatchewan Assn. of Health Orgs.	various unions	24,530	B	Mar. 04
•Sask Power	CEP and IBEW	1,980	B/PMB	Dec. 03
•Health Authorities of Alberta	AUPE	20,000	B	Mar. 04
•Government of Alberta	AUPE	19,500	B	Aug. 04
•Alberta Construction	various unions	4,500	MED	April 03
•TELUS (B.C. and Alta.)	TWU	10,500	ARB	Dec. 00
•B.C. Ferry Corp.	B.C. Ferry and Marine Workers	4,400	ARB	Dec. 03
•B.C. Construction	various unions	26,000	PMB	April 04
•CP / CN	various unions	15,380	B	Dec. 02/ 03
•Entourage	CEP	2,480	B	Sept. 04

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

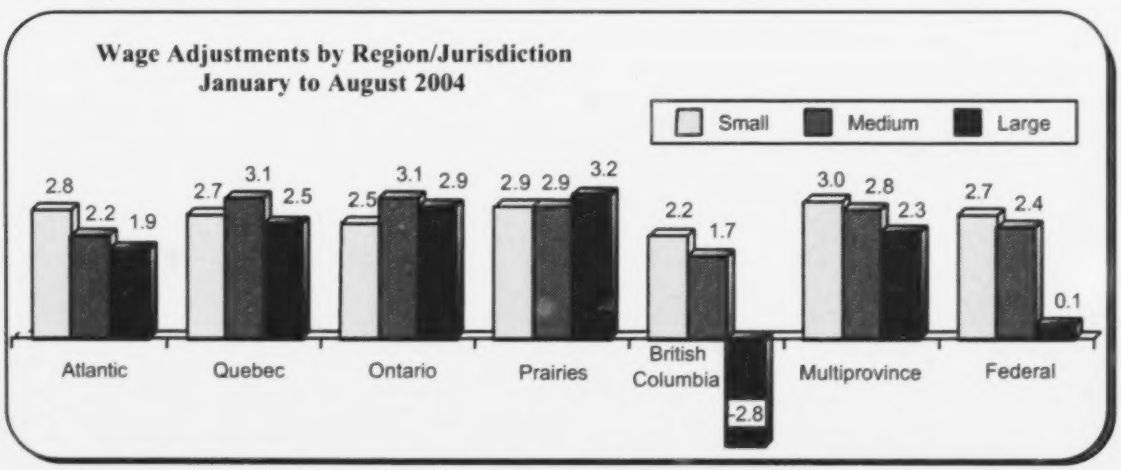
Year-to-Date Wage Data for Small, Medium and Large Bargaining Units

Among the 326 collective bargaining settlements reached to date (January to August), 85 settlements were in small bargaining units (between 100 and 499 employees), 177 were in medium bargaining units (500 to 1,999 employees), and 64 were in large bargaining units with 2,000 employees and over.

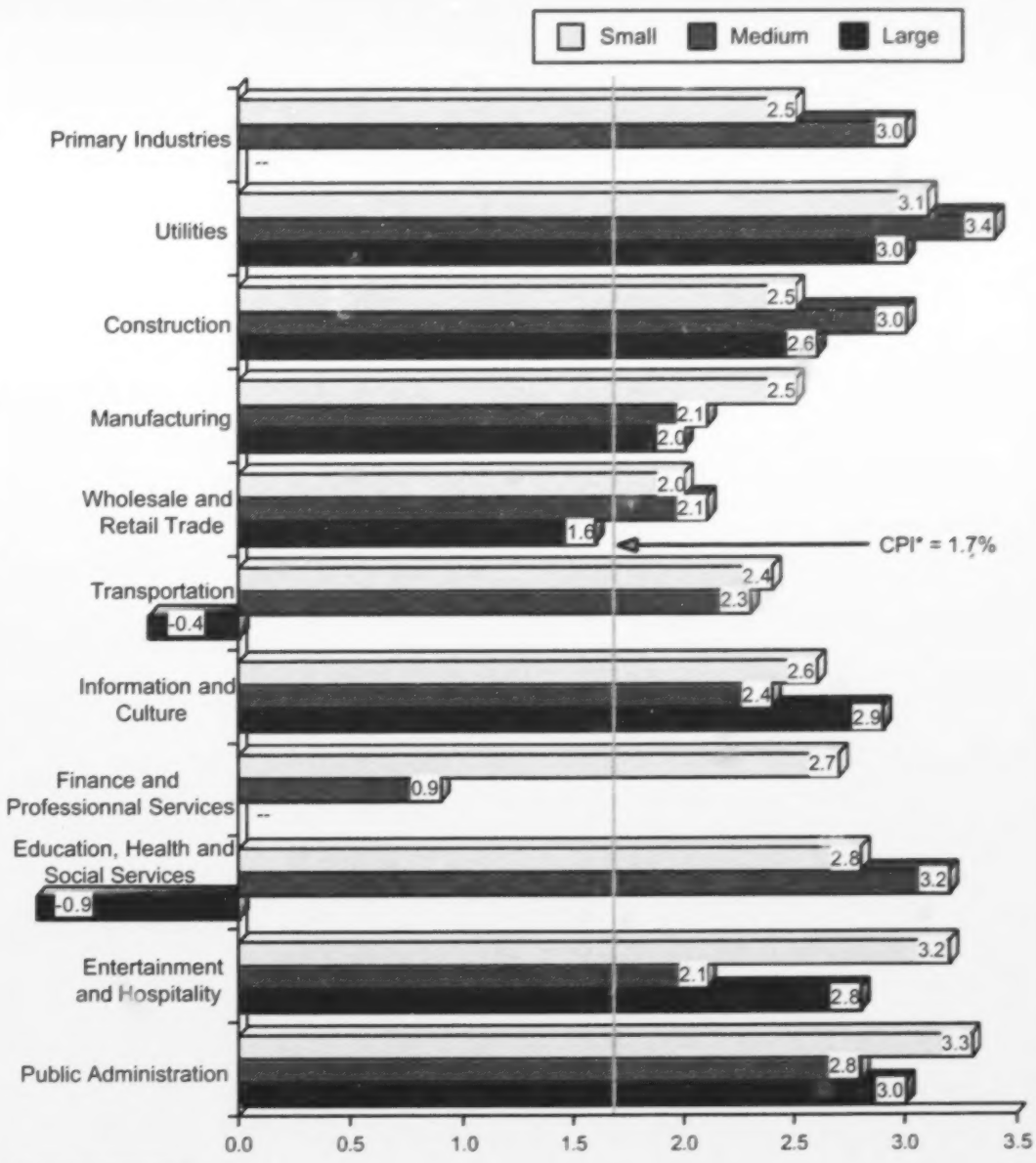
SMALL bargaining units reported an average increase of **2.7 per cent. Public-sector** settlements provided an average increase of **3.0 per cent,** higher than the **private-sector** wage adjustments of **2.5 per cent.** On an industry basis, the **public administration** sector had the highest wage adjustment at **3.3 per cent** while **wholesale and retail trade** reported the lowest average at **2.0 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.0 per cent** in **Multiprovince** to a low of **2.2 per cent** in **British Columbia.**

MEDIUM bargaining units reported an average wage increase of **2.8 per cent. Public-sector** settlements resulted in an average increase of **3.0 per cent,** compared to the **private-sector** figure of **2.6 per cent.** On an industry basis, the **utilities** sector had the highest wage adjustment at **3.4 per cent** while **finance and professional services** reported the lowest average at **0.9 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.1 per cent** in **Quebec** and **Ontario** to a low of **1.7 per cent** in **British Columbia.**

LARGE bargaining units reported a wage increase of **1.2 per cent.** Settlements in the **public sector** resulted in a **wage freeze** compared to **2.0 per cent** in the **private sector.** On an industry basis, the **public administration** and **utilities** sectors had the highest wage adjustment at **3.0 per cent** while the **education, health and social services** sector reported the lowest adjustment at **-0.9 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.2 per cent** in the **Prairies** to a low of **-2.8 per cent** in **British Columbia.**



Percentage Wage Adjustments by Industry
January to August 2004



* Per cent change from the same period last year.

SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN AUGUST 2004

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Construction (1 agreement)					
Construction Labour Relations-Alberta Association, lathers, Medicine Hat, Alta.	150	2.3	0.0	48	2007-04-30
Manufacturing (4 agreements)					
Abitibi Consolidated of Canada, mill employees, Senneterre, Que.	110	2.2	2.0	72	2008-11-04
CKF Inc., plant and maintenance employees, Hantsport, N.S.	190	2.5 *	2.7	24	2005-12-31
Shermag inc. (division Mobilier HPL ltée), production, Arthabasca, Que.	170	2.4	2.4	36	2006-11-16
Spar Aerospace Limited, aircraft maintenance, Edmonton, Alta.	350	2.7	2.5	36	2007-03-31
Education, Health and Social Services (1 agreement)					
Living Waters Catholic Regional District No. 42, elementary and secondary teachers, Whitecourt, Alta.	140	2.1	2.1	12	2004-08-31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Gatineau region *(819) 997-3117*
http://www.hrsdc.gc.ca/en/lp/wid/info.shtml

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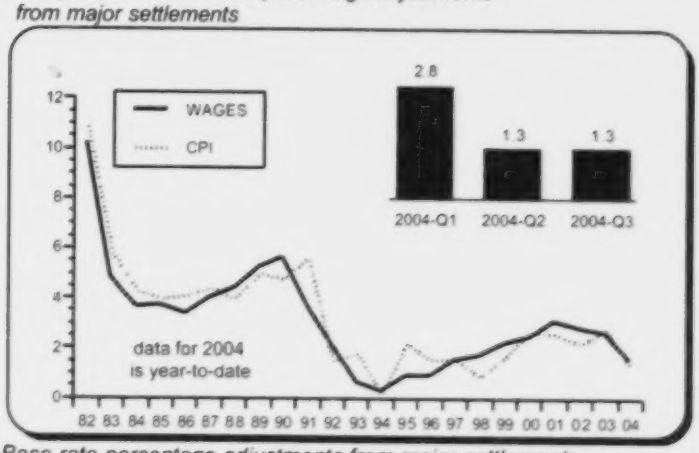
Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

Workplace Information
Information sur les milieux de travail

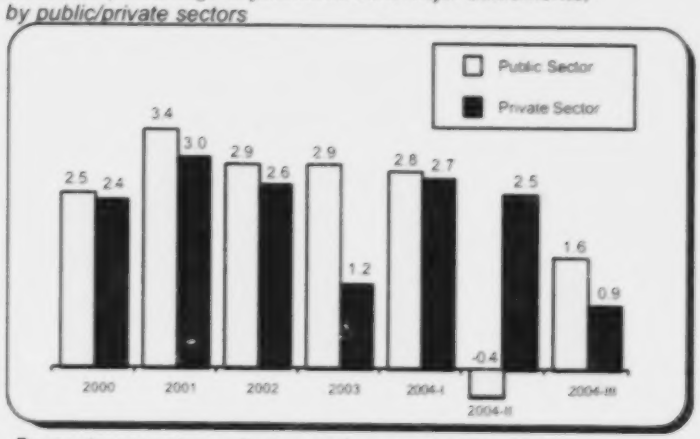
The Wage Settlements Bulletin

November 2004
Volume 15, Issue 11

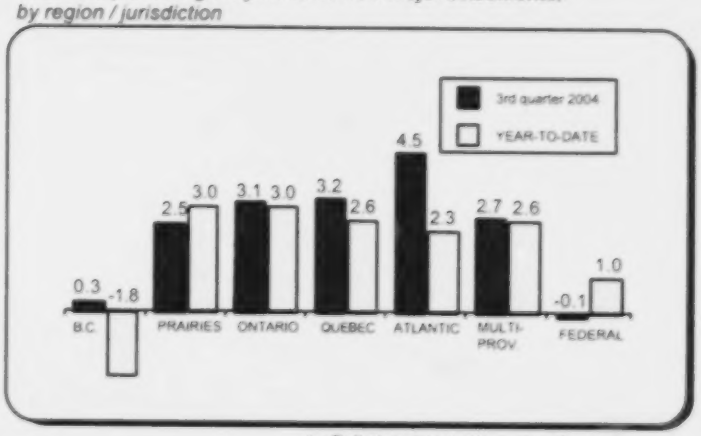
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for the Third Quarter 2004

Major collective bargaining settlements reached in the **third quarter 2004** provided base rate wage adjustments averaging **1.3 per cent** annually over the contract term, the same as in the second quarter, but down from the 2.5 per cent annual figure for 2003 as a whole. The results for the quarter are based on a review of 66 settlements reached and cover 159,190 employees.

When the parties to these same settlements previously negotiated, contract duration averaged 31.8 months and the resulting wage adjustments averaged 2.9 per cent, compared to the 1.3 per cent in their current round of settlements and average contract duration of 33.2 months.

Public sector wage adjustments averaged **1.6 per cent** for 84,270 employees in 36 settlements. The **private sector** average for 74,920 employees in 30 agreements was lower at **0.9 per cent**.

The relatively low public-sector adjustment was due in large part to two new settlements with the Health Employers Association of B.C.; the 39,070 nurses and paramedics covered in these two contracts are subject to a wage freeze. The low private sector wage adjustment was due mainly to several Air Canada and Air Canada Jazz agreements with wage adjustments varying from wage cuts of 10 per cent, to wage freezes.

Excluding the two B.C. Health Employers Association agreements, the remaining 34 major settlements in the *public sector* averaged increases of *3.1 per cent*. Excluding the five Air Canada agreements, the remaining 25 major settlements in the *private sector* averaged increases of *2.7 per cent*. Finally,

(continued on page 6)

Canada

Wage Data for September 2004

Base-rate wage adjustments from major collective bargaining settlements reached in **September 2004** averaged **1.5 per cent** annually over the contract term, down from the 2.9 per cent average in August, up from -0.2 per cent in July. The results for September 2004 are based on a review of 25 settlements covering 77,420 employees.

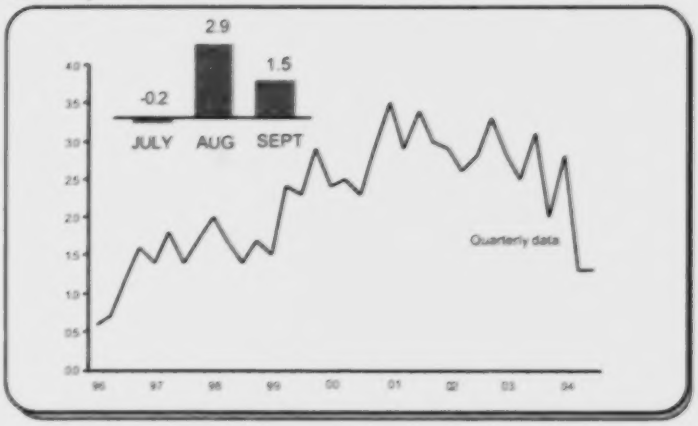
When the parties to these settlements previously negotiated, contract duration averaged 35.3 months and the resulting wage adjustments averaged 4.7 per cent, compared to the 1.5 per cent in their current round of settlements and average contract duration of 31.0 months.

Wage adjustments in September 2004 settlements ranged from a wage freeze for 39,070 employees with the Health Employers Association of B.C., to a high of 4.7 per cent for 700 teaching assistants at Brock University in Ontario.

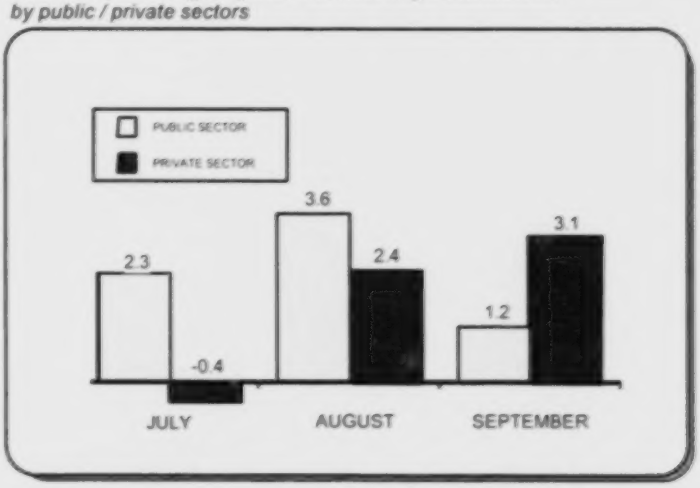
Wage gains in September were lower in the **public sector** at **1.2 per cent** than in the **private sector** at **3.1 per cent**. The public-sector data cover 66,190 employees in 18 agreements. There were seven private-sector agreements, covering 11,230 employees. Excluding the two B.C. Health Employers Association agreements in September, the remaining 16 major settlements in the *public sector* averaged increases of *2.9 per cent* and the aggregate figure for September would jump to *3.0 per cent.*

On a regional/jurisdictional basis, average wage adjustments in September were largest in the Atlantic Provinces, at 4.1 per cent. Wage adjustments were smallest in British Columbia at 0.0 per cent; the two B.C. Health Employers Association agreements also gave this province the largest concentration of employees covered in September settlements (39,070 employees or 50.5% of the total). The remaining average wage increases for various regions/ jurisdictions are itemized in the adjoining chart.

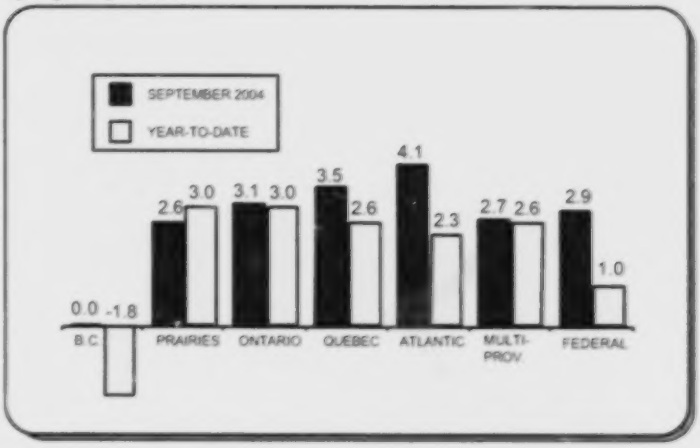
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors

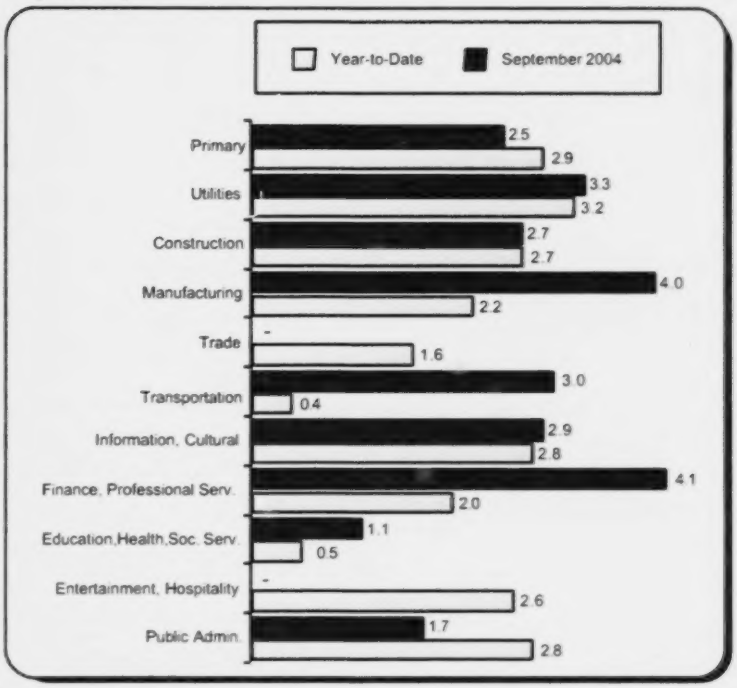


Base rate percentage adjustments from major settlements, by region / jurisdiction

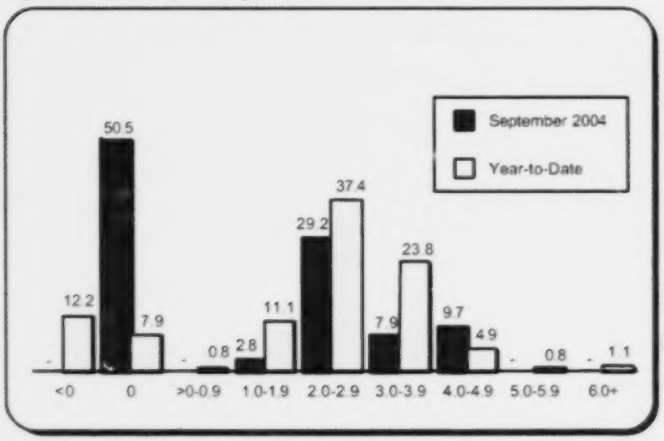


On an industry basis, average wage adjustments in September 2004 ranged from a low of **1.1 per cent** in **education, health and social services**, to a high of **4.1 per cent** in the **finance** sector (consisting of a single agreement, Initial Security Services in Manitoba); the **manufacturing** sector, had the second largest wage increase at **4.0 per cent**. In the **utilities** sector, two agreements provides 1,560 employees with wage increases averaging **3.3 per cent**. In the **transportation** sector, wage increases averaged **3.0 per cent** for 810 workers in a single agreement. In the **information and culture** sector, a single agreement provided 4,500 employees with a wage increase averaging **2.9 per cent**, and in **construction**, another single agreement provided 2,000 workers with a wage gain of **2.7 per cent.** In **primary industries**, wage increases averaged **2.5 per cent** (single agreement)and in **public administration**, **1.7 per cent** (single agreement).

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, September 2004

	Agreements	Employees
Atlantic Provinces	2	5,390
Quebec	1	500
Ontario	8	9,200
Prairie Provinces	9	15,950
British Columbia	2	39,070
Multiprovince	1	2,000
Federal	2	5,310

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustment in base rates)

	2001	2002	2003	2004			2004			Year to
				1	2	3	Jul	Aug	Sept	Date*
All Industries/Jurisdictions										
Average Annual Adjustment	3.2	2.8	2.5	2.8	1.3	1.3	-0.2	2.9	1.5	1.6
Non-COLA	3.2	2.8	2.5	2.6	1.3	1.0	-0.7	2.9	1.4	1.5
COLA	3.3	3.6	2.5	3.7	2.3	2.9	3.2	2.8	2.9	3.0
First Year Increase	3.5	3.0	2.5	2.8	-0.1	1.0	-1.6	2.5	1.8	0.7
Non-COLA	3.5	3.0	2.6	2.6	-0.2	0.6	-2.4	2.4	1.7	0.5
COLA	3.7	4.2	2.2	4.1	2.3	3.0	3.5	2.6	3.3	3.2
Industries										
Primary	2.6	2.1	2.7	3.1	2.8	2.5	-	-	2.5	2.9
Utilities	2.5	2.4	2.4	3.2	3.6	3.1	-	3.0	3.3	3.2
Construction	3.2	1.2	2.7	2.6	2.7	2.5	2.6	2.3	2.7	2.7
Manufacturing	2.6	3.5	2.4	2.3	1.8	3.5	3.7	1.4	4.0	2.2
Wholesale and Retail Trade	1.6	1.8	1.3	2.7	1.6	1.5	1.5	-	-	1.6
Transportation	2.9	2.8	1.7	3.1	2.8	-1.2	-1.8	2.5	3.0	0.4
Information and Cultural Industries	3.2	3.0	2.2	2.7	2.2	2.9	-	2.9	2.9	2.8
Finance, Professional Services	2.0	2.0	2.6	-	0.0	3.2	-	2.2	4.1	2.0
Education, Health, Social Services	3.5	3.0	3.4	2.4	-0.9	1.4	2.5	4.0	1.1	0.5
Entertainment,Hospitality Industry	4.0	2.5	2.6	-	3.2	1.7	-	1.7	-	2.6
Public Administration	3.1	2.6	2.3	3.4	2.1	2.7	2.1	3.6	1.7	2.8
Jurisdictions										
Newfoundland and Labrador	5.0	6.6	3.1	-	0.9	2.5	-	-	2.5	1.0
Prince Edward Island	3.1	4.9	3.2	3.2	2.0	-	-	-	-	2.4
Nova Scotia	3.7	2.4	3.3	3.3	4.0	5.1	-	5.1	-	4.0
New Brunswick	3.4	2.7	2.8	3.4	2.1	4.5	-	-	4.5	4.1
Quebec	2.7	2.1	2.2	3.0	2.5	3.2	3.0	-	3.5	2.6
Ontario	2.9	3.0	3.3	3.1	2.9	3.1	3.0	3.2	3.1	3.0
Manitoba	2.5	4.0	2.8	3.2	2.7	3.3	-	-	3.3	2.9
Saskatchewan	2.9	4.0	3.0	-	1.4	1.7	-	-	1.7	1.5
Alberta	5.1	4.5	3.0	3.7	2.9	2.4	-	2.2	2.5	3.1
British Columbia	3.3	1.9	1.3	-1.0	-3.1	0.3	1.6	1.7	0.0	-1.8
Multiprovince	3.0	3.3	2.5	-	2.6	2.7	-	2.6	2.7	2.6
Federal Jurisdiction	3.0	2.8	1.8	3.1	2.4	-0.1	-1.8	2.7	2.9	1.0
Public Sector	3.4	2.9	2.9	2.8	-0.4	1.6	2.3	3.6	1.2	1.1
Private Sector	3.0	2.6	1.2	2.7	2.5	0.9	-0.4	2.4	3.1	2.2
Consumer Price Index	2.6	2.2	2.8	0.9	2.2	2.0	2.3	1.9	1.8	2.8

Data for the month of September are preliminary.

MAJOR SETTLEMENTS REACHED IN SEPTEMBER 2004

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Primary Industries (1 agreement)	**1,000**	**2.5**	**4.6**	**36**	
Iron Ore Company of Canada, production, Labrador City, N.L.	1,000	2.5 *	4.6	36	2007-02-28
Utilities (2 agreements)	**1,560**	**3.3**	**3.5**	**36**	
Epcor Utilities Inc., office employees, Edmonton, Alta.	910	3.3	3.5	36	2006-12-23
Epcor Utilities Inc., utility workers, Edmonton, Alta.	650	3.3	3.5	36	2006-12-23
Construction (1 agreement)	**2,000**	**2.7**	**2.2**	**48**	
Pipe Line Contractors Association of Canada, labourers, Canada-Wide	2,000	2.7	2.2	48	2007-04-30
Manufacturing (2 agreements)	**2,270**	**4.0**	**4.0**	**38.6**	
CAMI Automotive Inc., plant and maintenance employees, Ingersoll, Ont.	1,770	4.2 *	3.9	36	2007-09-16
SNC Technologies inc., production, Le Gardeur, Que.	500	3.5	4.5	48	2008-05-31
Transportation (1 agreement)	**810**	**3.0**	**3.0**	**24**	
DHL Express (Canada) Ltd., truck drivers, province-wide, B.C.	810	3.0	3.0	24	2005-12-31
Information and Culture (1 agreement)	**4,500**	**2.9**	**3.0**	**36**	
Aliant Telecom Inc., office emloyees and technicians, Atlantic Coast	4,500	2.9	3.0	36	2007-12-31
Finance and Professional Services (1 agreement)	**650**	**4.1**	**5.1**	**36**	
Initial Security Services, security guards, province-wide, Man.	650	4.1	5.1	36	2007-06-30
Education, Health and Social Services (15 agreements)	**63,250**	**1.1**	**1.5**	**29.6**	
Black Gold Regional Division No. 18, elementary and secondary teachers, Nisku, Alta.	510	2.0	2.0	12	2004-08-31
Board of Trustees of Edmonton School District No. 7, elementary and secondary teachers, Edmonton, Alta.	4,560	2.3	2.0	36	2006-08-31
Board of Trustees of the Calgary Board of Education, elementary and secondary teachers, Calgary, Alta.	5,680	2.5	2.0	48	2007-08-31
Brock University, teaching assistants, St. Catharines, Ont.	700	4.7	5.0	36	2007-06-30
Carleton University, support employees, Ottawa, Ont.	700	3.0	3.0	36	2007-06-30
Conseil des écoles catholiques de langue française du Centre-Est, elementary teachers, Ottawa and area, Ont.	750	1.9	1.8	24	2006-08-31
Conseil scolaire catholique de district des Grandes Rivières, elementary and secondary teachers, Timmins, Ont.	750	2.0	2.0	24	2006-08-31

**Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

MAJOR SETTLEMENTS REACHED IN SEPTEMBER 2004

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Conseil scolaire de district catholique de l'Est Ontarien, elementary teachers, L'Orignal, Ont.	630	2.0	2.0	24	2006-08-31
Government of New Brunswick, nurses, province-wide, N.B.	4,390	4.5	11.1	48	2007-12-31
Health Employers Association of British Columbia, nurses, province-wide, B.C.	26,070	0.0	0.0	24	2006-03-31
Health Employers Association of British Columbia, para-medical professional employees, province-wide, B.C.	13,000	0.0	0.0	24	2006-03-31
Louis Riel School Division, elementary and secondary teachers, Winnipeg, Man.	1,000	3.0	3.0	24	2006-06-30
Ottawa Hospital, non-medical employees, Ottawa, Ont.	3,000	2.8	2.5	36	2004-09-28
St. James-Assiniboia School Division No. 2, elementary and secondary teachers, St. James-Assiniboia, Man.	610	3.0	3.0	24	2005-06-30
University of Windsor, teaching assistants, Windsor, Ont.	900	3.0	3.0	36	2007-08-31
Public Administration (1 agreement)	**1,380**	**1.7**	**1.7**	**36**	
City of Saskatoon, inside and outside employees, Saskatoon, Sask.	1,380	1.7 *	1.7	36	2006-12-31
Agreements with COLA (3 agreements)	**4,150**	**2.9 ***	**3.3**	**36**	
Agreements without COLA (22 agreements)	**73,270**	**1.4**	**1.7**	**30.7**	
All Agreements (25 agreements)	**77,420**	**1.5**	**1.8**	**31**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

cont'd from page 1

excluding both the B.C. Health Employers Association agreements and the Air Canada agreements, the remaining 59 major settlements in *all industries* across Canada averaged increases of *2.9 per cent* compared to the current average of 1.3 per cent.

On a regional/jurisdictional basis, Nova Scotia posted the largest average increase in the third quarter, at 5.1 per cent. The smallest average wage adjustment was recorded in the *Federal jurisdiction* at -0.1 per cent (due to Air Canada); the second lowest was *B.C.* at 0.3 per cent (due to the Health Employers Association of B.C.).

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	118,470	B/CO/ ARB/TENT	May02-Dec.04
•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	TENT/B	Dec.02-Sept.03
•Canada Revenue Agency	PSAC and PIPSC	41,480	TENT/CO	Oct. 03/Dec.03
•Government of Nova Scotia	CUPE (public works)	1,600	PCB	Oct. 02
•Capital District Health (N.S.)	NSGEU	4,800	B	Oct. 03
•Nova Scotia Health Organizations	CUPE	3,300	B	Mar. 04
•Government of New Brunswick	teachers	7,600	CO	Feb. 04
•Government of Quebec	various unions	323,470	B/MED	June 02/ 03
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	CO/WS	Dec. 02
•Aluminerie de Bécancour	Syndicat des employés de l'Aluminerie de Bécancour	800	WS	June 04
•Ontario Nursing Homes	SEIU	3,200	B	Dec. 03
•Ontario Construction	various unions	2,500	B/CO	April 04
•Ontario Hospital Association	various unions	74,170	B	Mar. /Oct. 04
•Government of Ontario	AMAPCEO	6,000	B	Mar. 04
•Regional Health Authorities of Manitoba	CUPE/nurses	22,000	B	June/Sept. 04
•Government of Saskatchewan	Sask. Govt. and Gen. Empls. Union	9,860	TENT	Aug. 03
•Government of Saskatchewan	teachers	12,400	CO	Aug. 04
•Saskatchewan Assn. of Health Orgs.	various unions	24,530	B	Mar. 04
•Sask Power	CEP and IBEW	1,980	B/PMB	Dec. 03
•Health Authorities of Alberta	AUPE	20,000	B	Mar. 04
•Government of Alberta	AUPE	19,500	B	Aug. 04
•Alberta Construction	various unions	4,500	MED	April 03
•TELUS (B.C. and Alta.)	TWU	10,500	ARB	Dec. 00
•B.C. Construction	various unions	26,000	PMB	April 04
•CP / CN	various unions	18,280	B/CO	Dec. 02/ 04
•Entourage	CEP	2,480	B	Sept. 04
•CBC	CMG	5,320	B	Mar. 04
•Hydro-Quebec	CUPE	2,800	B	Dec. 04
•New Dominion Stores	CAW	6,500	CO	July 04

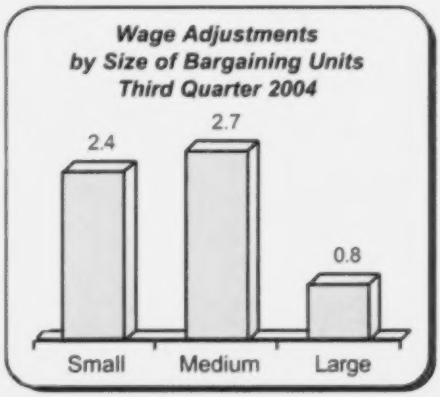
Status*:

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative settlement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

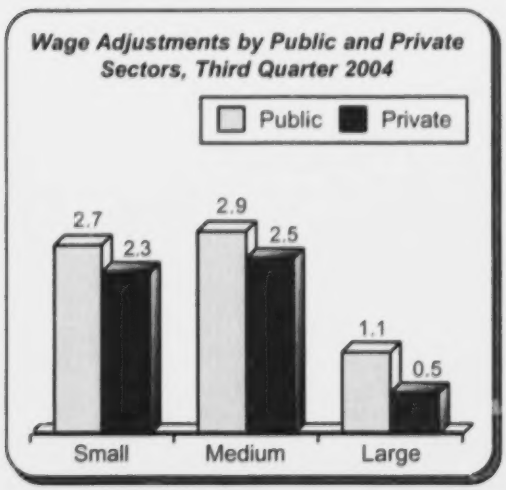
Wage Data for the Third Quarter 2004 for Small, Medium and Large Bargaining Units

Among the 94 collective bargaining settlements reached in the third quarter of 2004, 28 settlements were in small bargaining units (between 100 and 499 employees), 47 were in medium bargaining units (500 to 1,999 employees), and 19 were in large bargaining units with 2,000 employees or more.

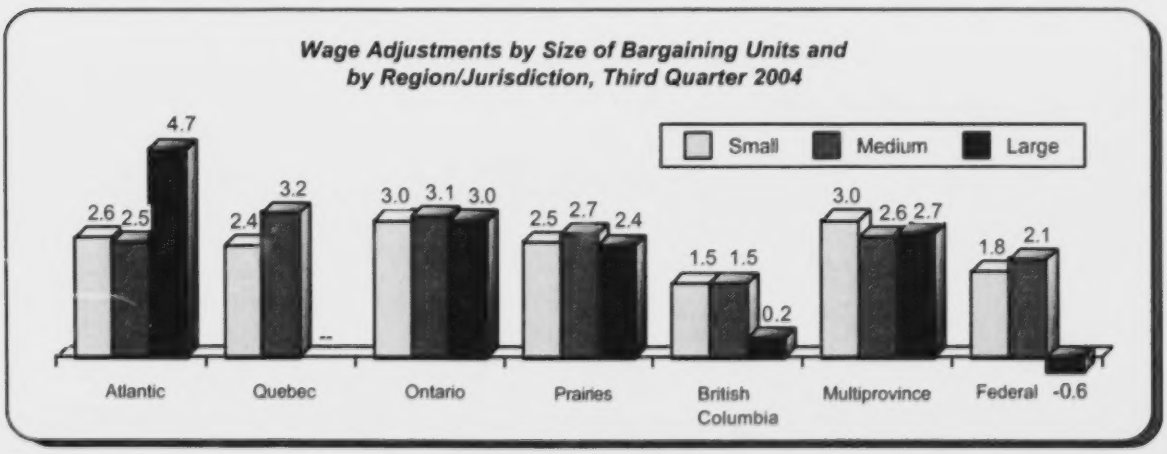
SMALL bargaining units reported an average increase of **2.4 per cent. Public sector** settlements provided an average increase of **2.7 per cent,** higher than the **private sector** wage adjustment of **2.3 per cent.** On an industry basis, the **information and culture** and the **education, health and social services** sectors had the highest wage adjustments at **2.7 per cent** while the **transportation** sector reported the lowest increase at **0.7 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.0 per cent** in **Ontario** (and for one agreement in the **Multiprovince** category), to a low of **1.5 per cent** in **British Columbia.**



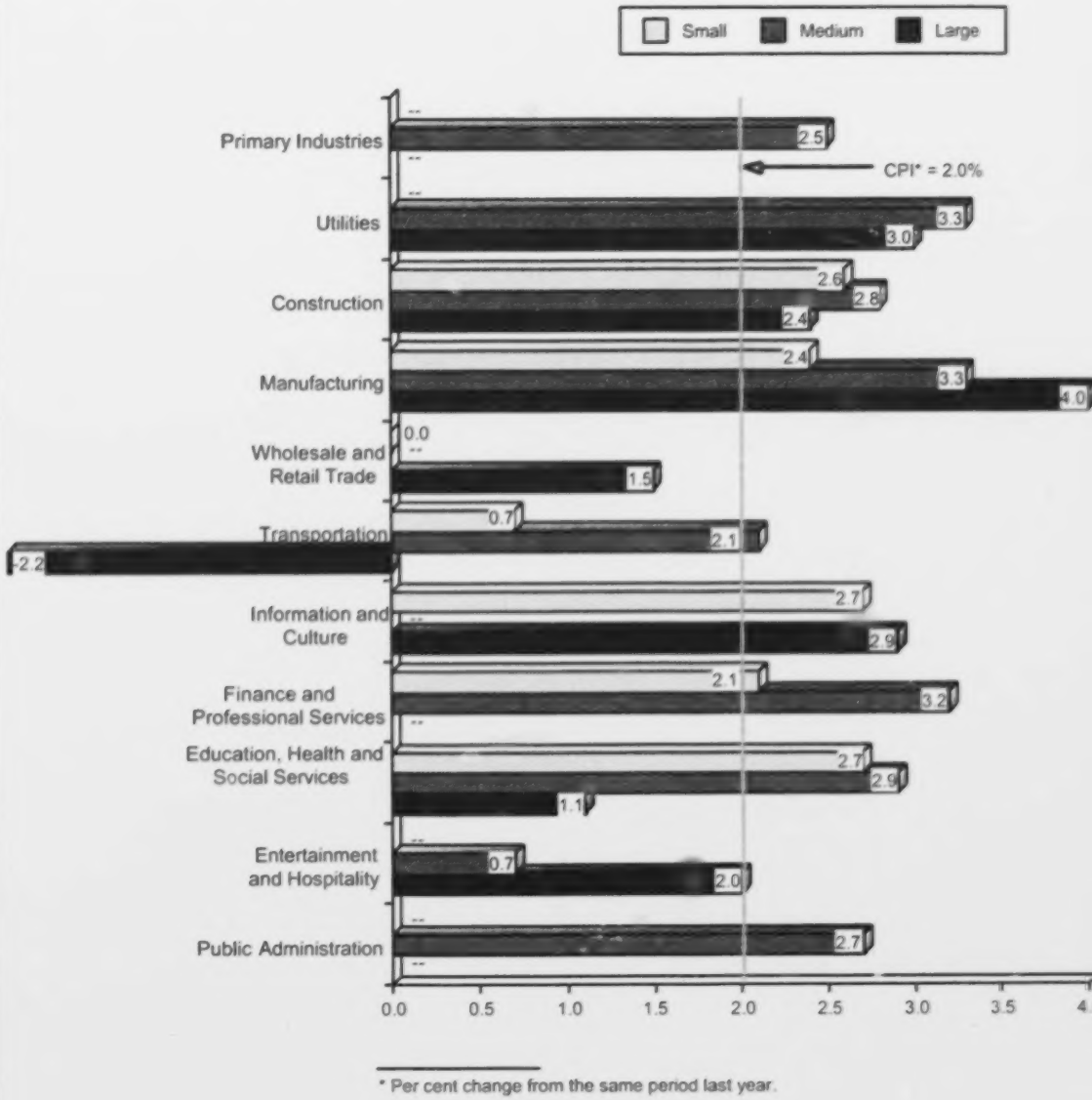
MEDIUM bargaining units reported a third quarter average wage increase of **2.7 per cent. Public sector** settlements resulted in an average increase of **2.9 per cent,** compared to the **private sector** figure of **2.5 per cent.** On an industry basis, the **utilities** and the **manufacturing** sectors had the highest wage adjustments at **3.3 per cent** while the **entertainment and hospitality** sector reported the lowest increase at **0.7 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.2 per cent** in **Quebec** to a low of **1.5 per cent** in **British Columbia.**



LARGE bargaining units reported a wage increase of **0.8 per cent.** Settlements in the **public sector** provided an average adjustment of **1.1 per cent** while the **private sector** resulted in an average increase of **0.5 per cent.** On an industry basis, the **manufacturing** sector had the highest wage adjustment at **4.0 per cent** while the **transportation** sector reported the lowest adjustment at **-2.2 per cent.** This decrease is mainly caused by wage reductions negociated in 3 agreements involving 26 350 employees of Air Canada in the month of July. On a regional/jurisdictional basis, average adjustments ranged from a high of **4.7 per cent** in the **Atlantic Provinces** to a low of **-0.6 per cent** in the **Federal Jurisdiction.**



Percentage Wage Adjustments
by Size of Bargaining Units and by Industry
Third Quarter 2004



* Per cent change from the same period last year.

SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN SEPTEMBER 2004

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Manufacturing (2 agreements)					
Field Aviation West (Division of Field Aviation Company Inc.), aircraft maintenance, Calgary, Alta.	180	2.0	2.0	36	2007-04-21
Walward Steel Fabricators Ltd., production, Edmonton, Alta.	150	2.8	2.4	48	2008-05-31
Wholesale and Retail Trade (1 agreement)					
Canada Bread Company Ltd. (Venice Bakery), bakery employees, Langley, B.C.	180	0.0	0.0	36	2007-03-31
Transportation (2 agreements)					
Council of Marine Carriers, unlicensed personnel, Coast, B.C.	250	3.0	3.0	36	2006-09-30
QNS&L Railway, operating employees, System-wide	280	2.1 *	4.0	36	2007-02-28
Finance and Professional Services (1 agreement)					
Cameco Corporation, plant and maintenance employees, Port Hope, Ont.	200	2.9	2.9	36	2007-06-30
Education, Health and Social Services (3 agreements)					
Peace Wapiti Regional Division No. 33, elementary and secondary teachers, Grande Prairie, Alta.	350	2.5	2.5	12	2005-08-31
Rolling River School Division No. 39, elementary and secondary teachers, Minnedosa, Man.	170	3.0	3.0	24	2005-06-30
University of Windsor, support employees, Windsor, Ont.	290	3.0	3.0	36	2007-07-31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Gatineau region *(819) 997-3117*
http://www.hrsdc.gc.ca/en/lp/wid/info.shtml

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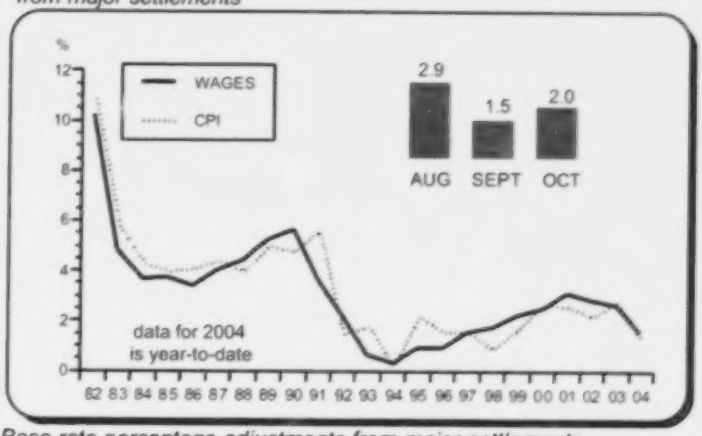
Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

Workplace Information
Information sur les milieux de travail

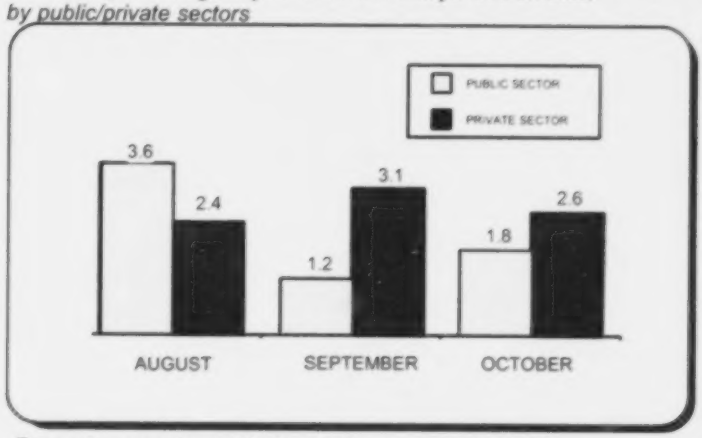
The Wage Settlements Bulletin

December 2004
Volume 15, Issue 12

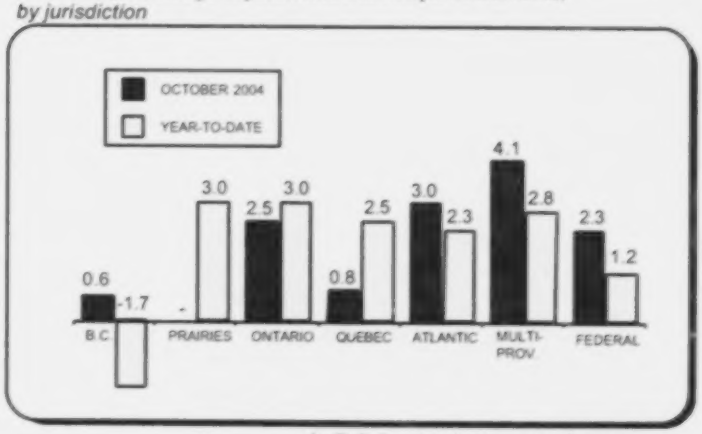
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by jurisdiction



Le Bulletin existe également en français.

Wage Data for October 2004

Major collective bargaining settlements reached in **October 2004** provided base rate wage increases averaging **2.0 per cent** annually over the term of the contracts. These results are based on a review of 20 settlements with a coverage of 44,140 employees.

When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.7 per cent, a larger gain than in their current settlements. Contract duration in October averaged 44.5 months, compared to 40 months in the previous round of settlements.

Wage increases in the first 10 months of 2004 (January to October) averaged 1.6 per cent for 722,780 employees in 290 major settlements.

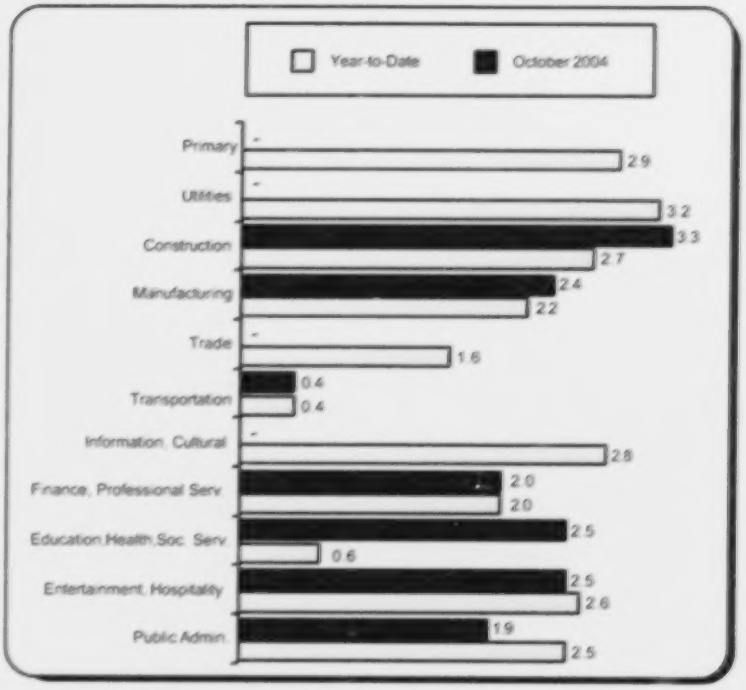
The **public sector** average for 33,540 employees in 9 agreements was **1.8 per cent**. **Private sector** wage increases in October were higher at **2.6 per cent** for 10,600 employees in 11 settlements.

On a jurisdictional basis, the largest concentration of employees (29 per cent of all workers) and agreements (60 per cent) were in Ontario; wage increases in this jurisdiction averaged 2.5 per cent. The largest increase, at 4.1 per cent, was in the Multiprovince jurisdiction (a single agreement with the Canadian Automatic Sprinkler Association). Wage increases in the Atlantic Provinces averaged 3.0 per cent, and wage increases in Quebec averaged 0.8 per cent. The lowest average increase was recorded in B.C. at 0.6 per cent. There were no major settlements in the Prairie provinces.

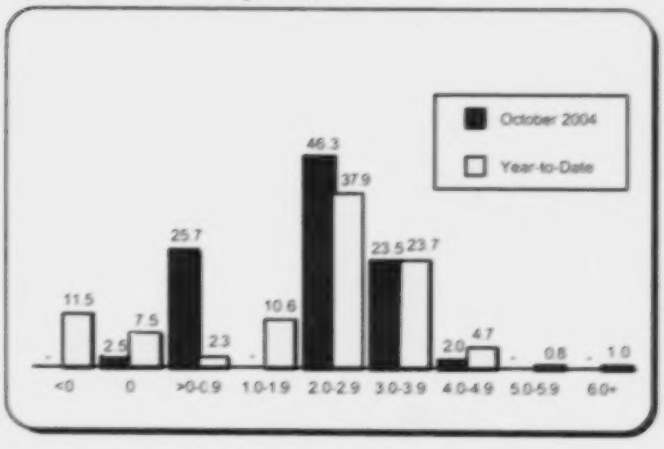
Canada

On an industry basis, the largest concentration of employees was in **public administration** with 19,450 employees (44.1% of all workers) in 4 agreements; this sector also recorded the second smallest average increase in wage settlements at **1.9 per cent**. The smallest average wage increase, at **0.4 per cent**, was recorded in the **transportation** sector (single agreement, B.C. Ferry Services Inc.). The largest average increase was recorded in **construction**; 3 agreements covering 3,900 employees averaged increases of **3.3 per cent**. For the remaining industries, the average wage increases in ascending order of magnitude were: **finance and professional services** at **2.0 per cent**; **manufacturing** at **2.4 per cent**; **entertainment and hospitality** at **2.5 per cent**, and **education, health and social services** at **2.5 per cent.**

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by jurisdiction, October 2004

	Agreements	Employees
Atlantic Provinces	1	5,760
Quebec	1	6,860
Ontario	12	12,820
Prairie Provinces	-	-
British Columbia	3	6,300
Multiprovince	1	900
Federal	2	11,500

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustment in base rates)

	2001	2002	2003	2004			Year to	2004		
				1	2	3	date	Aug	Sep	Oct
All Industries/Jurisdictions										
Average Annual Adjustment	3.2	2.8	2.5	2.8	1.3	1.3	1.6	2.9	1.5	2.0
Non-COLA	3.2	2.8	2.5	2.6	1.3	1.0	1.5	2.9	1.4	2.0
COLA	3.3	3.6	2.5	3.7	2.2	2.9	3.0	2.8	2.9	2.0
First Year Adjustment	3.5	3.0	2.5	2.8	-0.1	1.0	0.8	2.5	1.8	2.0
Non-COLA	3.5	3.0	2.6	2.6	-0.2	0.6	0.6	2.4	1.7	2.0
COLA	3.7	4.2	2.2	4.1	2.3	3.0	3.2	2.6	3.3	3.7
Industries										
Primary	2.6	2.1	2.7	3.1	2.8	2.5	2.9	-	2.5	-
Utilities	2.5	2.4	2.4	3.2	3.6	3.1	3.2	3.0	3.3	-
Construction	3.2	1.2	2.7	2.6	2.7	2.5	2.7	2.3	2.7	3.3
Manufacturing	2.6	3.5	2.4	2.3	1.8	3.5	2.2	1.4	4.0	2.4
Wholesale and Retail Trade	1.6	1.8	1.3	2.7	1.6	1.5	1.6	-	-	-
Transportation	2.9	2.8	1.7	3.1	2.8	-1.2	0.4	2.5	3.0	0.4
Information and Cultural Industries	3.2	3.0	2.2	2.7	2.2	2.9	2.8	2.9	2.9	-
Finance, Professional Services	2.2	2.0	2.5	-	0.0	3.2	2.0	2.2	4.1	2.0
Education, Health, Social Services	3.5	3.0	3.4	2.4	-0.9	1.4	0.6	4.0	1.1	2.5
Entertainment,Hospitality Industry	4.0	2.5	2.6	-	3.2	1.7	2.6	1.7	-	2.5
Public Administration	3.1	2.6	2.3	3.4	2.0	2.7	2.5	3.6	1.7	1.9
Jurisdictions										
Newfoundland and Labrador	5.0	6.6	3.1	-	0.9	2.5	1.0	-	2.5	-
Prince Edward Island	3.1	4.9	3.2	3.2	2.0	-	2.4	-	-	-
Nova Scotia	3.7	2.4	3.3	3.3	4.0	5.1	4.0	5.1	-	-
New Brunswick	3.4	2.7	2.8	3.4	2.1	4.5	3.6	-	4.5	3.0
Quebec	2.7	2.1	2.2	3.0	2.5	3.2	2.5	-	3.5	0.8
Ontario	2.9	3.0	3.3	3.1	2.9	3.1	3.0	3.2	3.1	2.5
Manitoba	2.5	4.0	2.8	3.2	2.7	3.3	2.9	-	3.3	-
Saskatchewan	2.9	4.0	3.0	-	1.4	1.7	1.5	-	1.7	-
Alberta	5.1	4.5	3.0	3.7	2.9	2.4	3.1	2.2	2.5	-
British Columbia	3.3	1.9	1.3	-1.0	-3.1	0.3	-1.7	1.7	0.0	0.6
Multi-Province	3.0	3.3	2.5	-	2.6	2.7	2.8	2.6	2.7	4.1
Federal Jurisdiction	3.0	2.8	1.8	3.1	2.4	-0.1	1.2	2.7	2.9	2.3
Public Sector	3.4	2.9	2.9	2.8	-0.3	1.6	1.1	3.6	1.2	1.8
Private Sector	3.0	2.6	1.2	2.7	2.5	0.9	2.2	2.4	3.1	2.6
Consumer Price Index	2.6	2.2	2.8	2.7	0.9	2.2	1.7	1.9	1.8	2.3

Data for the month of October are preliminary.

MAJOR SETTLEMENTS REACHED IN OCTOBER 2004

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Construction (3 agreements)	**3,900**	**3.3**	**4.4**	**36.0**	
Canadian Automatic Sprinkler Association, plumbers and pipefitters, Canada-wide	900	4.1	4.1	36.0	2007-09-30
Masonry Industry Employers Council of Ontario, bricklayers, province-wide, Ont.	2,000	3.0	4.9	36.0	2007-04-30
Utility Contractors' Association of Ontario Incorporated, labourers, province-wide, Ont.	1,000	3.3	3.4	36.0	2007-04-30
Manufacturing (3 agreements)	**1,750**	**2.4**	**2.4**	**42.9**	
Imperial Tobacco (Division of Imasco Limited), plant and maintenance employees, Guelph, Ont.	510	3.0	2.9	36.0	2007-04-08
John Deere Welland Works of John Deere Limited, plant and maintenance employees, Welland, Ont.	740	2.0 *	3.7	36.0	2007-09-30
Northern Sawmills Inc., plant and maintenance employees, Thunder Bay, Ont.	500	2.4	-0.0	60.0	2008-08-31
Transportation (1 agreement)	**4,500**	**0.4**	**-0.0**	**60.0**	
BC Ferry Services Inc., ship personnel, Coast, B.C.	4,500	0.4	-0.0	60.0	2008-10-31
Finance and Professional Services (4 agreements)	**4,250**	**2.0**	**2.0**	**36.0**	
Rentokil Initial Canada Limited, c.o.b. as Initial Security, security guards, province-wide, Ont.	1,400	2.0	2.0	36.0	2007-06-30
Securitas Canada Limited, security guards, Eastern, Ont.	950	2.0	2.0	36.0	2007-05-31
Securitas Canada Limited, security guards, Southwestern, Ont.	830	2.0	2.0	36.0	2007-05-31
Securitas Canada Limited, security guards, Toronto, Ont.	1,070	2.0	2.0	36.0	2007-05-31
Education, Health and Social Services (4 agreements)	**9,590**	**2.5**	**2.4**	**40.9**	
Board of School Trustees of School District No. 39, office employees, Vancouver, B.C.	1,100	0.0	0.0	24.0	2005-06-30
Conseil scolaire de district catholique Centre-Sud, elementary and secondary teachers, Toronto, Ont.	730	2.0	2.0	24.0	2006-08-31
Government of New Brunswick, non-medical employees, province-wide, N.B.	5,760	3.0	3.0	48.0	2007-06-30
Ottawa Hospital, health and social care professionals, Ottawa, Ont.	2,000	2.3	2.0	36.0	2005-03-31
Entertainment and Hospitality (1 agreement)	**700**	**2.5**	**2.5**	**36.0**	
White Spot Limited, hotel and restaurant employees, Vancouver, B.C.	700	2.5	2.5	36.0	2007-01-15
Public Administration (4 agreements)	**19,450**	**1.9**	**1.7**	**46.6**	
City of Montréal, outside employees, Montréal, Que.	6,860	0.8	-0.0	68.0	2007-08-31
Government of Canada, scientific and other professionals, Canada-wide	2,730	2.3	2.5	36.0	2006-09-30
Government of Canada, social science employees, Canada-wide	8,770	2.3	2.5	36.0	2006-06-21
Ottawa Police Services Board, police officers, Ottawa, Ont.	1,090	3.8	3.9	24.0	2004-12-31
Agreements with COLA (1 agreement)	**740**	**2.0 ***	**3.7**	**36.0**	
Agreements without COLA (19 agreements)	**43,400**	**2.0**	**2.0**	**44.6**	
All Agreements (20 agreements)	**44,140**	**2.0**	**2.0**	**44.5**	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	120,730	B/CO/ ARB/TENT	May02-Dec.04
•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	TENT/B	Dec.02-Sept.03
•Canada Revenue Agency	PSAC and PIPSC	41,480	TENT/CO	Oct. 03/Dec.03
•Government of Nova Scotia	CUPE (public works)	1,600	PCB	Oct. 02
•Capital District Health (N.S.)	NSGEU	4,800	B	Oct. 03
•Nova Scotia Health Organizations	CUPE	3,300	B	Mar. 04
•Government of New Brunswick	teachers	7,600	CO	Feb. 04
•Government of Quebec	various unions	323,470	B/MED	June 02/ 03
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	CO/WS	Dec. 02
•Hydro-Quebec	CUPE	2,800	B	Dec. 04
•Entourage (Ont. and Que.)	CEP	2,480	B	Sept. 04
•Ontario Nursing Homes	SEIU	3,200	B	Dec. 03
•Ontario Construction	various unions	1,600	B/CO	April 04
•Ontario Hospital Association	various unions	74,170	B/TENT	Mar. /Oct. 04
•Government of Ontario	AMAPCEO	6,000	B	Mar. 04
•New Dominion Stores (Ont.)	CAW	6,500	CO	July 04
•Regional Health Authorities of Manitoba	CUPE/nurses	22,000	B	June/Sept. 04
•Government of Saskatchewan	teachers	12,400	CO	Aug. 04
•Saskatchewan Assn. of Health Orgs.	various unions	24,530	B	Mar. 04
•Sask Power	CEP and IBEW	1,980	B/PMB	Dec. 03
•Health Authorities of Alberta	AUPE	20,000	B	Mar. 04
•Government of Alberta	AUPE	19,500	B	Aug. 04
•Alberta Construction	various unions	4,500	MED/TENT	April 03
•TELUS (B.C. and Alta.)	TWU	10,500	ARB	Dec. 00
•B.C. Construction	various unions	26,000	PMB	April 04
•CP / CN	various unions	18,280	B/CO/TENT	Dec. 02/ 04
•CBC	CMG	5,320	B	Mar. 04

Status* :

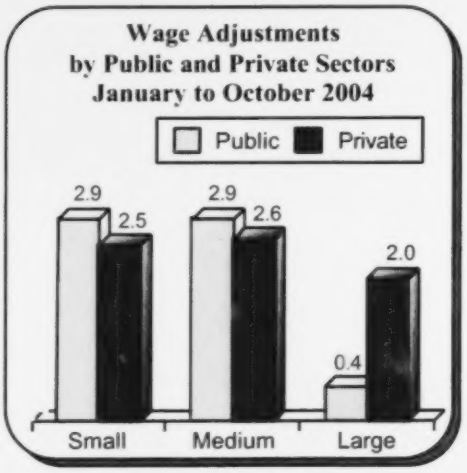
ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative settlement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

Year-to-Date Wage Data for Small, Medium and Large Bargaining Units

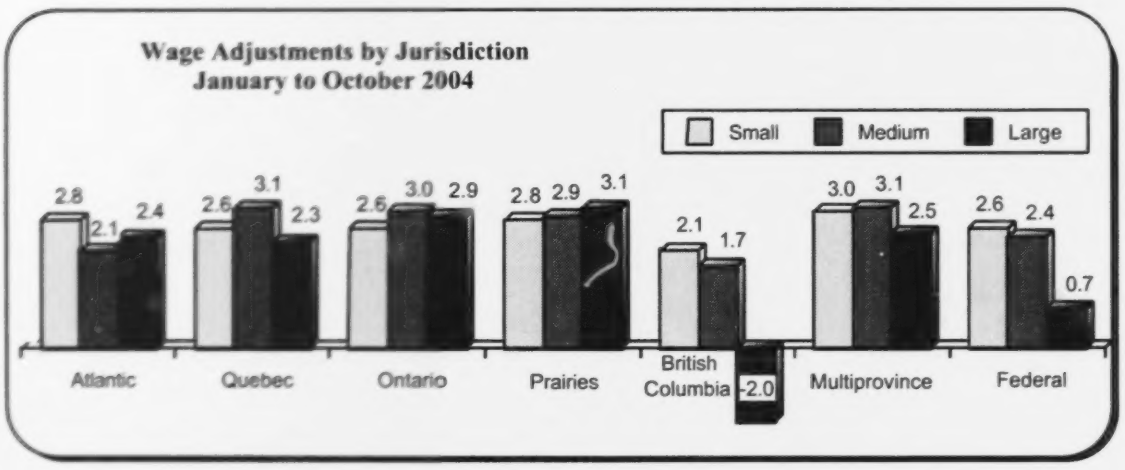
Among the 391 collective bargaining settlements reached to date (January to October 2004), 101 settlements were in small bargaining units (between 100 and 499 employees), 211 were in medium bargaining units (500 to 1,999 employees), and 79 were in large bargaining units with 2,000 employees and over.

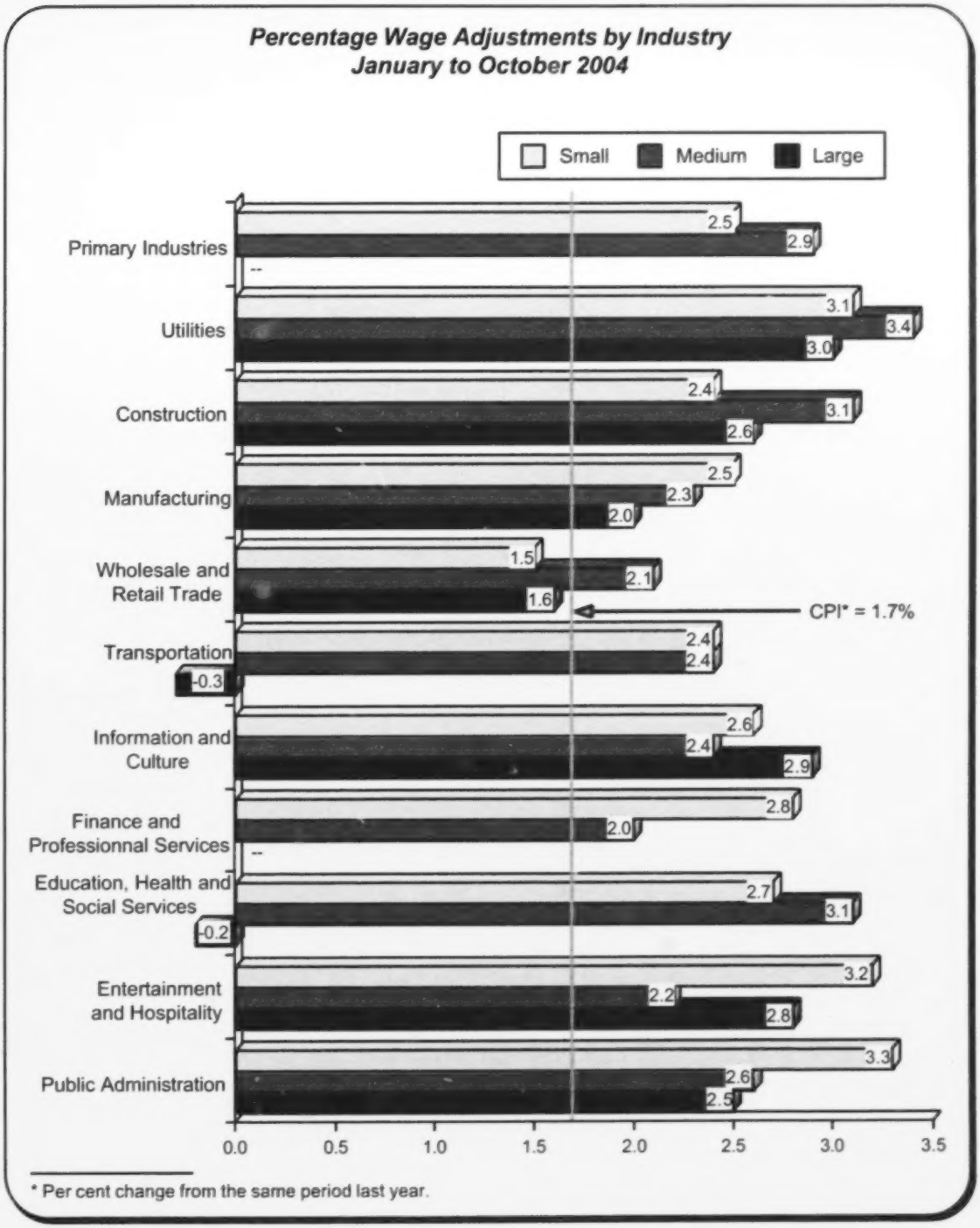
SMALL bargaining units reported an average increase of **2.6 per cent. Public-sector** settlements provided an average increase of **2.9 per cent,** higher than the **private-sector** wage adjustments of **2.5 per cent.** On an industry basis, the **public administration** sector had the highest wage adjustment at **3.3 per cent** while **wholesale and retail trade** reported the lowest average at **1.5 per cent.** On a jurisdictional basis, average increases ranged from a high of **3.0 per cent** in **Multiprovince** to a low of **2.1 per cent** in **British Columbia.**

MEDIUM bargaining units reported an average wage increase of **2.8 per cent. Public-sector** settlements resulted in an average increase of **2.9 per cent,** compared to the **private-sector** figure of **2.6 per cent.** On an industry basis, the **utilities** sector had the highest wage adjustment at **3.4 per cent** while **finance and professional services** reported the lowest average at **2.0 per cent.** On a jurisdictional basis, average increases ranged from a high of **3.1 per cent** in **Quebec** and in **Multiprovince** to a low of **1.7 per cent** in **British Columbia.**



LARGE bargaining units reported a wage increase of **1.2 per cent.** Settlements in the **public sector** resulted in an increase of **0.4 per cent** compared to **2.0 per cent** in the **private sector.** On an industry basis, the **utilities** sector had the highest wage adjustment at **3.0 per cent** while the **transportation** sector reported the lowest increase at **-0.3 per cent.** On a jurisdictional basis, average increases ranged from a high of **3.1 per cent** in the **Prairie Provinces** to a low of **-2.0 per cent** in **British Columbia.**





* Per cent change from the same period last year.

SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN OCTOBER 2004

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date
					yyyy/mm/dd
Manufacturing (2 agreements)					
Cascades, Groupe Papiers fins, production, Saint-Jérôme, Que.	320	2.3	-0.0	72.0	2009-04-30
Celanese Canada Inc., plant and maintenance employees, Clover Bar, Alta.	250	3.2	3.0	36.0	2007-02-28
Education, Health and Social Services (1 agreement)					
Conseil scolaire de district du Grand Nord de l'Ontario, elementary and secondary teachers, Sudbury, Ont.	270	2.0	2.0	24.0	2006-08-31

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of "institutional units" or "entities".

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http://www.hrsdc.gc.ca/en/lp/wid/info.shtml

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